

FACULTY VOICE

CCFT NEWS

A UNION IS ONLY AS STRONG AS ITS MEMBERS ARE INFORMED AND ACTIVE

MAY, 2007

Passing the Gavel

Debora Bone



As I write this, the negotiations teams from both CCFT and the District are on the home stretch of haggling out the 2007-2010 Contract. Thanks to Interest Based Bargaining, and the good will of all involved, it has been a collegial process. The tone is one of respect and mutual problem solving as five representatives from each side

have discussed issues, shared perspectives and sought solutions that best serve students and the college. We may not always agree, but collectively we are determined to make a fair agreement.

After six years of serving as president of your union, I will be passing the gavel to Paul Harvell at the end of the semester. It has been an amaz-



ing time for all of us. Since I took office in 2001, there has been a multitude of changes at Cabrillo and it has been a privilege to be on the front line of many of them. Probably the best part of this job has been the opportunity to get to know so many wonderful people who care so deeply about the college.

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Retroactive Salary Increase for 2006-2007

Maya Bendotoff, CCFT Director



In addition to the 4.5% salary increase implemented for the 2006-07 academic year, all faculty will receive a .8% salary increase for 2006-07 in a lump sum payment in August (for fall 2006, winter 2007, spring 2007 and summer 2007 sessions). The .8% increase will be applied to the Contract/Regular Salary Sched-

ule and the Children's Center Salary Schedule as of August 2007 (the Adjunct Schedules are based on a pro-rated amount of the Contract/Regular Schedule).

This improvement is a result of the contingency language detailed in Side Letters of agreement 2005-06.10 and 2006-07.4.

Faculty who taught less than 3 units adjunct or overload during 2006-2007, including winter and summer, will receive instructions from the district about how to request a retro check for these small amounts. If you do not submit the request form, retro checks for these amounts will not be issued. (Multiply .008 times the total gross pay received to determine the amount.)

Good News on Dues

Dave Reynolds, CCFT Treasurer



As you know, at the end of the 2005-2006 academic year, CCFT membership voted to change our dues system to a percentage of gross salary deduction system. The goals were to create a reserve of \$10,000 to cover possible legal expenses and to create a more equitable dues structure.

I am happy to report that by the end of July, 2007, we will have reached our goal of creating a \$10,000 reserve. Many members of the CCFT council and executive board are pleased with this.

We are now looking to change our system of dues collection. The proposed changes, which must be approved by membership, would lower the percentage collected throughout the year, but would add collection for Summer and Wintersession, which had previously been excluded.

If membership approves the proposed year-round dues structure, we would actually be able to **lower** the percentage of gross salary deducted from faculty for next year, while still retaining our legal reserve. This new system would also make bookkeeping much easier for Cathy Van Loon, our hardworking accountant.

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Passing the Gavel

From page 1



These have not been easy years for the labor movement. Nationally, our ranks have dwindled as manufacturing and services have moved to cheaper overseas locales. Public servants make up a strong segment of workers who continue to benefit from the protections of collective bargaining. We are fortunate to have explicit processes in place that determine our working conditions, evaluation procedures, salaries, benefits, and retirement pensions. We must never take for granted the work that has gone before us to secure these rights.

In a world now dominated by privatization, profit and corporate greed, educators are the reminder of an earlier culture that understood the value of such public, non-profit enterprises as education, public health and safety, environmental protection, and public transportation. We have much to learn from societies that prioritize these

kinds of services and are willing to commit the necessary investment to make education and other amenities to support the quality of life available to all citizens, rich or poor.

As California and the US confront the many challenges of sustainable living into the twenty-first century, I urge each of you to join with your union brothers and sisters across the state and the country, as well as the many other allies needed, to take on political power. It is time to change the nation's priorities and redirect our vast resources toward protecting the lives of our children and grand children.

This year, there are critical legislative efforts under way in Sacramento. There are several health reform bills including Sheila Kuehl's single payer proposal. There is the Faculty and College Excellence Act (FACE) to improve student learning conditions

by ending the exploitation of part time faculty. There is the Community College initiative that will stabilize fees and funding for the entire CCC system. You can look to your state union to provide leadership in making these changes.

Here at Cabrillo, we have just come through an incredibly thorough accreditation review process. We are about to have a third new administrative manager join the team of college leaders. We are getting ready to develop a new ten-year vision of the college future, and a three-year Master Plan to help guide us there. We have renewed our commitment to shared governance processes with systems in place for participation and representation at every level of the college. We have new facilities coming on line and will be breaking ground on additional projects. We have two thriving satellite centers to serve needs from one end of the county to the other. What an exciting time!

I am proud to have served as your union president and proud of the strong and diverse organization that will continue to represent you in Council, on the executive board, on multiple committees, at the bargaining table and throughout the divisions. I owe a special debt of gratitude to Maya Bendotoff who has been an incredible partner in making CCFT strong, and in making my job manageable, all these years. I look forward to serving as Grievance Officer where I will be able to assist individual faculty members in navigating the sometimes complex and bewildering "Cabrillo way."

Yours in Solidarity,

Debora

Classified Information

Hello and Goodbye From CCEU

Stephanie Stainback, CCEU President



If you've read this far into this newsletter you may be wondering "Who the hell is CCEU?" It's us – your classified compadres formerly represented by SEIU. In March 85% of our group voted to decertify SEIU, and to form our own non-profit labor union. We are now the Cabrillo Classified Employees Union, shiny and new and ready to venture out onto the freeway on our own.

We probably won't miss SEIU too much, as we experienced them as being somewhat heavy-handed. Our single biggest issue, however, was that very little of

our dues money came back to us in any sort of tangible form. We would have been OK with living below the poverty line, but the subsistence level was a bit absurd. In any event, no special color yet (you have to admit, purple was kinda cool), no logo, no motto, no fight song – we're still bare bones. And it's a bucket-load of work to get this car on the road. Let's just say that we have much more empathy with Maya Bendotoff now for the amount of work that she must do.

We would like to take a moment to share our mixed

feelings at seeing the stupendous Debora Bone leave the office of President of CCFT. I have had the personal pleasure of working closely with Debora for the past six years, and I regard her to be a person of unique class, intelligence, compassion, fairness and egalitarianism. Being a union president can be a really difficult and lonely job, as you can never please all of your constituents. Debora has proven herself to be professional, honest, and respectful of the process at all times. She is also a tremendous advocate of the underdog. I personally have learned a lot from her,

and am continually humbled at how far I have to go to match her. I hope that you all realize how extraordinarily lucky you have been to have had such a large slice of her life for so long, and to have had her represent you with the District. She is truly one of a kind. We are happy that she will finally have a life of her own. We are sad that she is leaving office.

Blessings on your journey, Debora. Carry the eternal gratitude of our young organization with you in your travels. We think you're a keeper!

Health Care: A Simple Plan?

Jefferson Hancock, Editor



Look at the whopping increases proposed in the upcoming health plans and your jaw will drop.

- HealthNet HMO plans: +17.4%
- Blue Shield High PPO plan: +8.04%
- Blue Shield Medium PPO plan: +10.19%
- Blue Shield High Deductible PPO plan: +16.77%

Ouch. Not only is the District paying a hefty sum, so are we, the users of these plans. Of course this comes as no surprise to most of you I'm sure.

CCFT, CCEU, and the Cabrillo District are fighting to save our health care, but the fight goes beyond the bargaining table. We also have to fix a broken system.

More and more Californians are losing health insurance from their employers, and the costs for the uninsured are passed on to all of us. When

the uninsured get sick, they are often forced to wait until they need treatment in an emergency room. They can't afford to pay, but the hospitals find a way to charge us for that care. Our insurance pays, and so do we. Look at those premium increases and you'll see that.

Some want to fix the system by making more employers foot the bill, either through taxes or by mandating that they provide health insurance for their workers. These folks argue that employer funded health plans will save us money and prevent non-union businesses like Wal-Mart from draining our insurance. Governor Schwarzenegger's plan, meanwhile, proposes that all Californians must *buy* health insurance and that doctors, hospitals, and employers will be taxed to subsidize some of the cost.

But is it fair for employers to keep shouldering this burden?

Not every business has Wal-Mart's resources. Small business owners are already dealing with rising costs. Making health care mandatory for them means higher bills for all of us. The restaurateur who must pay for health care passes that cost on to his customers or goes out of business. Public employers suffer as well. This year, I'm grateful that the District has agreed to maintain the lowest level HMO, but consider the cost. More money spent on health care means less for salary increases and part-time parity. Finally, the real problem with the governor's plan is that it forces poor people to buy insurance they can't afford.

So what can we do? How do we satisfy the doctors and the patients and the employers? The simplest answer seems to be Sheila Keuhl's SB 840, California's single-payer health plan. Under this plan, all health care resources are pooled into

a state health care fund, paid for by re-allocating existing health care expenditures and establishing a health care tax. Every Californian would then receive health care paid for by this fund. Everybody pays and everybody benefits. It's simple and it's practical.

Last semester, I was chatting about health care with an exchange student from Japan in one of my classes. I asked her how the Japanese health care system worked, and she said, "I present my card, pay a small fee, and visit the doctor."

Why can't we do that?

For more information, visit

www.healthcareforall.org

Book Review: Dan Sloan's *Practicing Medicine Without a License*

Jefferson Hancock, Editor

You are being ripped off. That's what Don Sloan, author of *Practicing Medicine Without a License: the Corporate Takeover of Healthcare in America* says, anyway. After reading his book, I'm convinced he's right.

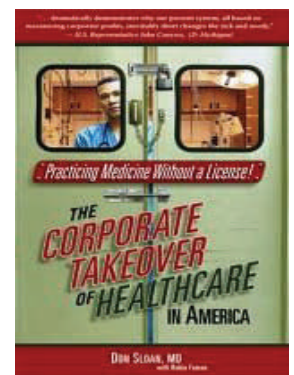
Practicing Medicine Without a License explains the reasons for recent health care cost increases from a doctor's point of view, and Dr. Sloan's explanations will make you fighting mad. Legislators, he argues, have been afraid of socialized medicine because it has been demonized by the AMA as a communist plot. Meanwhile, the public has been told that a government funded, single payer health plan will result in poor medical care and underpaid doctors.

Wait. That doesn't sound much different than what's going on now with HMOs. So where is all our money going, and how did this happen? Sloan says the money goes to insurance companies, and it happened because Americans were so desperate for affordable healthcare that we accepted HMOs because they were the only "affordable" game in town. He places a fair amount of blame of Bill and Hillary Clinton.

I'm impressed by this book for a few reasons. First, it's loaded with personal anecdotes that give a human face to his argument. Sloan hooks the reader in the first chapter with the story of his patient, Jessica, and her experience with an HMO official that

wanted to kick her out of the hospital just two days after major surgery. *Practicing Medicine* provides us with plenty of appalling demonstrations like these to show how unfairly patients and doctors are treated. But it's not just case studies. The book has its fair share of numbers to back its arguments. In fact, all of chapter 2 is devoted to statistics which demonstrate the U.S.'s falling position in the world as far as health care. Meanwhile, between all the alarming statistics, we find insets with personal anecdotes and wry jokes. Consider this one:

The drug itself has no serious, bad side effects, but the price may cause dizziness and fainting spells.



Finally, we learn in *Practicing Medicine* that not just consumers but doctors are growing dissatisfied with the HMO system because their judgment is being subverted in favor of the bottom line. They aren't fairly compensated and their recommendations are questioned by penny pinching bureaucrats without medical credentials. So, what happens to doctors? They dump HMOs. What happens to patients? They get shuffled from doctor to doctor.

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Adjuncts Eligible for a District-paid Medical and Dental Benefits Stipend

Adjunct instructors are eligible for a health and dental benefits stipend after teaching 15 units or more a year for two consecutive academic years. Eligibility is maintained by continuing to work 15 units or more each year. Units taught during summer and winter sessions do not count toward initial

eligibility, but do count towards maintaining eligibility. *If you are currently eligible and you chose not to take dental benefits when you first became eligible, you will be able to opt back into the dental plan during a reenrollment period (dates to be determined).*

If you are eligible for health benefits for 2007-08, you will be notified by the District by May 15, 2007. If you choose to participate in a District plan, you must notify the personnel office by August 1st. Coverage is effective September 1st through August 31st.

REMINDER

All full-time faculty are eligible for full benefits: Medical, Dental, Life, and Long-Term Disability insurance.

ADJUNCT ELIGIBILITY INFORMATION

For details about eligibility, please see Article 14.4 of the contract agreement at ccftcabrillo.org.

FOR PLAN INFORMATION

Visit the Human Resources benefits website for information on available plans at

<http://www.cabrillo.edu/services/hr/benefits/index.html>

Got a Scholarly Itch to Scratch? Consider a Sabbatical Leave

Marcie Wald, Counselor

"When an art instructor is teaching full-time, it is difficult to amass enough of one's own art pieces to have a one person show," Art instructor Dawn Nakanishi explained. That is why it was so significant for her to concentrate on her own work during her sabbatical leave. The Cabrillo Gallery hosted her show "Deep Breath", the end result of Dawn's year of studying and practicing new techniques (mostly relating to narrative and contemporary jewelry) and focusing within herself for a change. As faculty, we usually concentrate on helping students; sabbatical leaves allow us to focus inward for our own development and rejuvenation while accomplishing goals beneficial to our students.

Cabrillo College's Sabbatical Leave Program, a benefit based in the CCFT contract for tenured faculty, supports fac-

ulty in pursuing their inspirations in other less artistic, but equally creative, ways as well. Rob Edwards, Program Director for Archaeological Technology Program, used his sabbatical to research a topic that is dear to his heart and an important ethical question in training entry level workers in Archaeology. Rob consulted extensively with several California Indian groups to update his understanding of how California Native peoples want themselves and their cultures and histories represented in the teaching of Anthropology and Archaeology. The interweaving of this information throughout some of the Anthropology and Archeological Technology courses fosters students' respect for multiple interpretations, including those based in Indian perspective, an important consideration in archaeological work.

The District supports sabbatical leaves by contributing financially and rearranging programmatically. The District is contributing \$98,947 for sabbatical leaves taking place during the 2007-2008 year. However, this figure falls below the amount that would be needed to cover the cost of leaves for all 7 "sabbaticants" whose proposals were approved by the Sabbatical Leave Review Board (SLRB), the body that reviews proposals and after-the-leave reports to make sure that leaves fulfill all necessary requirements outlined by the contract. The SLRB, composed of CCFT and Faculty Senate representatives and administrators, recognizes the great amount of work required of faculty in writing successful sabbatical leave proposals. Consequently, it is heartbreaking when there is a financial shortfall that means some

faculty with approved proposals can't take their leaves. For next year, Renee Kilmer, through her role as VP of Instruction, contributed \$9,220 to make sure that all qualified "sabbaticants" can take their leaves. This is not the first time that the VP of Instruction has helped out in this way. The SLRB asked for the current contract negotiations to include discussion of an increase in District contribution to mitigate this problem.

The opportunity to pursue in-depth scholarship during sabbatical leaves is available to tenured faculty in all areas of the college. Faculty in Student Services, Instructional Development, Library Services, Physical Education, and occupational and transfer programs have taken sabbatical leaves. Martha Orr, Nurse in the student Health Services Program in the Student Services Division, was able to begin her MPH program on a

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Giving Distance Education Another Look

Denise Lim, Grievance Officer



I first heard about distance education about 15 years ago, when the information super-highway was just beginning to unfold. University and college administrators were ecstatic. Enrollment no longer would be constrained by facilities. Classes could accommodate hundreds of students, not just thirty or forty. Entire degrees could be earned online. Well, online degrees are just around the corner, but unlimited enrollment is another matter.

Last Newsletter, I put out a request for feedback on your online teaching experience. While the response was not overwhelming, here is what I heard:

Workload – Are online courses being fairly compensated by the current contract? Opinion on this seemed split, but remember I am working with a small sample size. Most feel that the online workload is far greater than the on-site workload, due to the time spent designing online assignments, uploading course ma-

terials, grading an increased number of written assignments, communicating with students through email, often on a daily basis, and helping to solve computer technical problems. One instructor estimates the increased time spent is at least twice that of the same on-site class.

There is a vast difference in the types of distance courses. Prepackaged courses with self-graded tests are very different from custom tailored curricula that rely heavily on regular interaction between the instructor and the student.

Class size makes a big difference, again due to the daily email contact required in online teaching. There seemed to be agreement that an enrollment of less than 40 is reasonable, but larger classes are difficult to handle. Again, this is due to the nature of "regular effective contact" with online students (see Article 11.2.2.15.5 below). The current contract stipulates that caps for online

class size will be the same as for the on-site class, except for the first time an instructor teaches a particular class (see Article 11.2.2.15.3 below). Should allowances be made for very large lecture courses?

Another instructor felt that the majority of uncompensated work comes in the form of time spent learning the technology required for online teaching. This includes working out technological problems that may occur throughout the semester for both the instructor and students as well as time spent learning new systems when WebCT is upgraded.

As is usually the case, these workload issues are magnified for adjunct faculty.

Course Assignment – Who should decide who teaches online, administration or instructors? Should instructors be allowed to teach exclusively online? Everyone seems to agree that online teaching should be left to those who are interested and the teaching of online courses should be vol-

untary. Just as online classes are not for every student, online teaching is not for all faculty. There are those who feel that maintaining the Cabrillo community requires an on-campus presence, however, and full-time instructors should be required to teach a minimum of on-site classes. For the same reason, both full-time and adjunct on-line instructors should be local residents, not telecommuters. Concern has been expressed that Distance Education be a total part of the Cabrillo community and that educational goals and standards mirror that of the on-campus community.

As Cabrillo's online offerings continue to grow and develop, CCFT wants to ensure that the contract reflects this growth and change. For this reason, some portions of the contract related to online instruction may be re-opened. If you are involved in online teaching, we rely on your input, so keep in touch.

The following three articles address online workload issues in the current contract:

11.2.2.15.3 Online Course: A course primarily delivered online. The first time a unit member teaches a particular course online, the maximum class size for the online course will be 75% of the standard maximum class size established for the course. However, the maximum will not fall below 28 for any course unless the standard maximum is under 28, then the standard maximum will be used. This provision excludes courses involving on-site labs.

11.2.2.15.4 Office Hours: Unit members teaching distance education courses may elect to fulfill their office hour requirement for the distance education course in an alternative distance mode away from the office.

11.2.2.15.5 Regular Effective Contact with Students: The definition of regular effective contact between instructor and students includes group or individual meetings, orientation and review sessions, supplemental seminar or study sessions, field trips, library workshops, telephone contact, correspondence, voice mail, e-mail, or other activities. Regular effective contact is an academic and professional matter pursuant to Title 5, Section 53200.

Any Volunteers? Adjunct That Is....

Sara Decelle



In the last issue of the *Faculty Voice* there were two articles specifically outlining the ways that adjunct faculty 'volunteer' their time. In both "Part-Time in More Ways Than One" and "Lab Workload and Just Compensation," the obvious time and effort that adjuncts put in without compensation was listed, but what about the not so obvious? Currently, when assigned to the Watsonville campus, the adjunct faculty from Math and Biology departments must bring materials to Watsonville. When the books or lab equip-

ment is not available for M&O to transport in a timely manner it is left to the faculty to transport it. When you have an extra 20 minute ride, or sometimes two, between campuses there is no compensation for travel and delivery time. Should adjuncts get mileage reimbursement for this delivery? If so, how are the adjuncts informed of this and through which administrative department should they file their paperwork?

This may seem like a small task, but when added to the price of gas and the continued lower compensation it could be

the last straw for an adjunct who already commutes between different jobs with different administrative structures. When the assignment is made for faculty to work labs at the other campuses, the forms for reimbursement of mileage and a note of how and who to submit the claim to could be placed in the faculty member's box, or even an e-mail that is preformatted could be sent to the faculty.

The reimbursement forms don't cover the time 'volunteered', so now that we have three campus locations do we have materials and support

to fill the needs in all locations? Before Cabrillo sets up labs in Scotts Valley will we have a lab assistant to help set up and take down the labs for Anthropology, Biology, or Chemistry? Will there be Math classes in Scotts Valley where faculty bring the books since the books aren't delivered until it is too short notice to give to M&O? Growth is good, but we must make sure the support structure is in place before placing more 'volunteer' work on the adjunct faculty.

Delicious Thanks to Sara Decelle and Denise Lim

A while back, the CCFT Council engaged in a spirited debate as to whether or not to provide money for munchies at monthly Council and Executive Board meetings. After much tummy growling and tooth gnashing, good sense prevailed and we voted to allot a modest amount for comestibles. The result has proven worthwhile. Each month we've been greeted with glorious cheeses, crunchy crackers, superior salami, fantastic fruits, varied veggies, jumping juices, terrific teas, and delightfully decaffeinated coffee. Sarah and Denise have purchased and prepared this fabulous fare for us, and for this they deserve a hale and hearty thanks.



Cabrillo Tango

Diane Putnam, BELA

It wasn't without some hesitation that I approached the college cafeteria last Friday night—a precious Friday night—after a characteristically hectic week at school. From the outside, the cafeteria looked like always, and all seemed quiet even though my partner and I were an hour late. However, I was dressed to tango, and he had put on real shoes to accompany me out, so we circled to the front of the building in search of our Passport to Buenos Aires.

Once inside the doors, we were transported into a nightclub ambiance: the lighting

was dimmed, beclothed tables with candlelit centerpieces were scattered around the dance floor, and hanging flower planters dangled around the ceiling's perimeter alongside a string of white lights that glinted through the darkness (thank you, Horticulture program). Along one side of the room was a giant screen displaying stunning photographs of Argentina, and along the other side were tables bearing platters of appetizers, an assortment of beverages, and a half dozen decadent desserts.

The mood was further enhanced by the music of David Dally (violin) and Mike Marada (accordion), who played

a selection of tango and other popular and folk tunes from around the world. As my tango partner and I stood blinking in the doorway listening to the lilting melodies of Dally & Marada, we were greeted by one of the event's coordinators, Zarmina Dastagir. She pointed us towards food after we grabbed our nametags, and we settled into a table with full plates moments later. After a few more songs, the concert portion of the evening was over, and a young woman named Monica narrated the slides for us, describing the amazing natural and city sights we were seeing throughout Argentina. Then, the dancing be-



gan! For the rest of the evening, the audience was treated to demonstrations by two experienced sets of partners who not only danced the tango-waltz and tango for us, but who also tried valiantly to teach us the steps!

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Cabrillo Tango

From page 6

In addition to their tango moves, Nancy and John Lingenmann, along with Iris Mayo and her partner Morris, shared with about sixty Cabrillans in semi-formal wear their love of Argentina and a brief history of tango. It was a pleasure to watch these experienced pairs dance but quite a challenge to copy their steps. I was reduced to a bout of hysterical laughter when my dance partner began inventing his own steps (and,

admittedly, when I stopped to look around at my fellow dance students). Just when I'd gathered back up most of my dignity, the evening came to a close and the music was over ...too soon!

This was a special night and part of the beginning—it is hoped—of a new era of collegiality at Cabrillo. Passport to Buenos Aires was planned by a committee of faculty and staff dedicated to increasing com-

munication and camaraderie among all of us who work at the college. The Social Justice conference last month was another example of college-wide collaboration among faculty, staff, students and community members, and the upcoming graduation celebrations and retirement party at the end of this school year will provide even more opportunities for the campus community to come together

in a celebratory spirit. Many thanks to everyone involved in planning all of these events that bring us together. I hope to see even more folks out in the next month to support these efforts, meet new colleagues and renew acquaintances, celebrate our students' and colleagues' achievements, and just plain have a good time. ¡Hasta la proxima!

Radical Sabbatical

From page 4

full-time basis during her sabbatical leave. Deborah Shulman, Learning Skills Instructor, researched diagnosing learning disabilities in culturally and linguistically diverse community college students. This issue is crucial because so many students have historically been misdiagnosed because of cultural differences or because English is their second language. Deborah's work was published in the *Journal of Postsecondary Education and Disability*.

It is easy to underestimate how much time is needed to write a well-researched proposal. The SLRB usually asks for specific details. For example, for study abroad proposals, it is best to provide names of specific programs. For research proposals, it is best to cite some sources in the proposal itself. It is valuable for potential "sabbaticants" to consult with someone who has completed a sabbatical leave. Sabbatical reports are available in the

library. For more details, see Article 9 of the CCFT contract.

If you have questions about how sabbatical leaves work and the 6-7-8 system, please contact your CCFT or Faculty Senate Representatives.

CCFT:

Eric Carter, Mary Ellen Sullivan, Marcie Wald.

Faculty Senate:

Tom Sourisseau, Dawn Nakanishi, Rory O'Brien.

Sabbatical leaves allow us to focus inward for our own development and rejuvenation while accomplishing goals beneficial to our students.

Practicing Medicine

From page 3

Sloan argues that this is bad medicine because doctors need to have working relationships with their patients. Such relationships can't happen if a patient sees a new doctor at each visit and each case is run through an insurance company's gate keeper.

So what's to be done? The Good Doctor's cure is single payer, national health insurance. He does a good job of explaining how this will work,

and what single payer means. Our tax dollars go to one government agency that handles medical concerns. To get medical services, you present your medical card, pay a modest fee, and receive services. Sloan posits that this system must be offered on a national scale and he demonstrates that state run programs prove ineffective because of the inconsistency in administration and funding. In fact, he spends several pages

demonstrating the many confusing differences between the various state plans.

These days, we hear small business complaining a lot about the rising costs of health care. Why, they argue, should a small business person be responsible for the health of employees and their families? Instead, why not use our tax dollars for the "general welfare" spoken about in the preamble of our constitution? That's

Sloan's point. Single payer health care isn't a commie plot. It's an efficient way of ensuring public health.

All in all *Practicing Medicine Without a License* is a fine bit of non-fiction, but you may need a sedative to bring down your blood pressure by the time you're through reading it.

CABRILLO COLLEGE FEDERATION OF TEACHERS



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Director: Maya Bendotoff

CCFT REPRESENTATION ON CABRILLO COLLEGE COMMITTEES

COMMITTEE	CCFT REP(S)
College Planning Council	Alex Taurke
Distance Learning	John Govsky Nancy Stucker (alt.)
Facilities Planning Advisory	Rob Edwards
Faculty and Staff Diversity Advisory	Barbara Schultz Perez
Meritorious Service	Zarina Dastagir
Sabbatical Leave Review	Eric Carter Marcie Wald Mary Ellen Sullivan
Safety Committee	Noreen Romero
Sexual Harassment	Marcy Wald
Staff Development Advisory	Vicki Fabbri Shirley Flores-Muñoz
Technology	Charlotte Jensen John Govsky (Alt)

Election Results

The results are in! CCFT elections have been completed. The new CCFT President for 2007-2008 will be Paul Harvell, bless his heart. He will be assisted by Co-Vice Presidents Vicki Fabbri and Eric Hoffman. Nancy Stucker has graciously agreed to be our treasurer for a two year term. New Division Representatives are listed below.

Thank you all for your participation and assistance.

BELA

Meredith Babbe
Robyn Marshall
Nancy Stucker

Counseling

Francisco Ponce
Barbara Schultz Perez

HWPEA

Debora Bone
Jan Hiley/
Beth McKinnon
Joanne Wiley

HASS

Enrique Buelnas
Michelle Chao
Michael Pebworth
Chuck Smith (Sp '08)
Kristin Wilson
Matt Escover

Instructional Development

Jefferson Hancock

Library/Health Services

Sylvia Winder

NAS

Sara Decelle (Sp '08)
Jim Griffin
Denise Lim
Alex Taurke
Damian Alcazar

VAPA

John Govsky
Tobin Keller
Michelle Rivard

Watsonville Center

Julie Hanks
Tera Martin

ELECTED OFFICERS

President	Debora Bone
Vice Presidents	Paul Harvell Vicki Shook-Fabbri
Historian	Michele Rivard
Treasurer	David Reynolds
Membership Chair	Michael Mangin

APPOINTED CHAIRS

Chief Negotiator	Debora Bone
Adjunct Committee Chair	John Govsky
Grievance Officer	Denise Lim
Newsletter Editor	Jefferson Hancock
COPE Co-Chairs	Julie Hanks & Bill Stamos

DIVISION REPRESENTATIVES

BELA	Kim Arzate Mary Larson Diane Putnam Nancy Stucker
Counseling	Barbara Schultz-Perez Francisco Ponce
HASS	Enrique Buelna Michelle Chao Michael Pebworth Chuck Smith Kristin Wilson
Health Services/ Library	Sylvia Winder
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