

FACULTY VOICE

CCFT NEWS

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

APRIL 2008

CCFT President
Paul Harvell



President's Report: Proposed Budget Cuts

Paul Harvell, CCFT President

The proposed budget cuts presented at CPC held on April 16th included the laying-off of two full-time instructors. Both are instructors in the Children's Center. The union does get 120 days to negotiate the impact of two full time lay-offs. Two classified people were also targeted for lay-offs, one with an 80% workload and one with a 50% workload. CPC

has yet to recommend those cuts or any modification of what was presented.

Also included was a reduction in about 30 teaching units affecting telecourses, journalism, and special studies. 30 TU's is the equivalence of a full time faculty, and these cuts will impact the workload of adjuncts (who, as was pointed out at the last board

meeting, get "silent" pink slips). One of the ways in which adjuncts are different is that it is difficult to put a face on the pain of lay-offs. We can point to the full time instructors or classified workers who are facing lay-offs. We can see their faces. We can know their names. The elimination of TU's is an ambiguous, faceless reality, but they will translate

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Good Reserves in the CCFT Kitty

Nancy Stucker, CCFT Treasurer



At the CCFT Council meeting on February 25, 2008, the Council voted to move \$20,000 from available cash to our general and legal reserves, increasing this budget item from \$10,000 to \$30,000. Increasing our reserves gives us the confidence that we can pursue a legal issue if necessary. It was noted that our previous reserves of \$10,000 would not go very far if needed for litigation, given the cost of lawyers' fees. The Council plans to set a goal for this budget item and, upon reaching the goal, evaluate whether we need to modify our dues percentage.

At the end of January 2008, our available cash was \$35,932. How did we end up with extra money to move into reserves? A few factors came into play:

1. Two changes to the dues schedule, effective summer

2007 and designed to be revenue neutral, resulted in a small increase in income.

◆ Dues were reduced from 1.12% to 1.02%

◆ Dues began to be deducted year-round: fall, winter, spring, and summer

2. We started our fiscal year in August 2007 with a somewhat larger than expected amount of available cash: \$20,302.

3. We received a mid-year reimbursement of grant funds from CFT.

Although we accumulated available cash this year, our membership payments to AFT and CFT increase annually. We do not know from year to year how much more we will have to pay for this "dues-pass-through".

CCFT plans to use its budget surplus from this year to cover increases in the cost

of next year's affiliation with AFT and CFT, as well as to offset any potential budget cuts that would result in a decline in dues collected. We will continue to monitor our income and expenditures and keep you informed regarding CCFT's finances.

Service to One is a Service to All

If you would like to have an impact on matters that pertain to faculty working conditions at the college, consider nominating yourself to serve as a CCFT council representative in our upcoming union elections. CCFT council reps serve as a liaison between the union and the faculty in campus divisions. They bring faculty input to the governing body (Council) and take updates back out the divisions to share with faculty. Reps also give direction to the negotiations team, help colleagues solve problems, and help educate their colleagues about contractual provisions such as salary advancement, workload issues, and leaves.

Council reps serve one-year terms. The officer positions up for election, Membership Chair and Historian, both serve two-year terms. Any member who has served on the CCFT Council or has been an active participant in CCFT is eligible to run for an office.

Nomination forms will be sent out on April 29 with a May 9 deadline. Official ballots will be sent out shortly thereafter. We hope to run the elections along with ratification of our re-openers in mid-May (by last week in May at the latest).

The CFT Convention: Lowlights and Highlights

Eric Hoffman, CCFT Vice President

I recently attended the CFT's annual gathering in Oakland as a delegate from Local 4400. That's CFT's number for our union, and now that I've attended my first state convention, I won't forget it. It's how people introduce themselves: "Hi, I'm Harry Smith from Local 3750 Sacramento."

I've attended lots of professional conferences in my field, but they were nothing like this one. It was full of passionate debate, all about union strategy, resolutions (as well as amendments to resolutions, and amendments to amendments to resolutions. . .) and political endorsements. Here are a few lowlights and highlights:

Lowlight #1: I attended two meetings on the current legal climate for unions in California, led by some of the top employment lawyers in the state. All agreed that PERB, the Public Employee Relations Board that interprets much of our state labor law, is currently stacked with people who are anti-union and set on overturning many of the protections workers have built up in the state. Their advice—create a relationship with

your administration based as much as possible on mutual interest and trust. After listening to horror stories about how some employees are being treated, I feel blessed to work at a place that has a history of shared governance.

Highlight #1: At a meeting of early childhood educators, I met a group from North Coast Children's Services who had recently unionized. They had completed a heroic task. Their agency runs 36 child care centers throughout Northern California. The administration had already defeated two attempts to unionize, with most of the organizers losing their jobs. The centers are spread out over hundreds of miles, requiring a four hour car trip to travel between the two most distant centers. Many of the workers had never met anyone from another center. Yet these women continued to meet quietly in living rooms, making connections and gathering support. Their success was a complete surprise to the agency. The officers were sworn in at a special ceremony in front of the entire convention.

Lowlight #2: Endorsement debates that included snide and personal comments about individuals seeking office in state legislative races. I can tell you that a lot of Bay area activists are not happy with Carole Migden!

Highlight #2: Resolutions supporting teachers who are being treated poorly in Japan, Puerto Rico, and Iran; ones that backed ideas for school funding, career tech education, and safety measures in schools; others that backed training programs for teachers and administrators; and several statements about current issues in state and national politics. I have the complete text of the 36 resolutions that were discussed, if anyone would like to see them.

Lowlight #3: Everybody calling each other Brother and Sister: "I rise to respectfully disagree with Sister Cathy from Local 2217." Sorry, that's a bit too religious for my taste!

Highlight #3: The Union Chorus from San Francisco, singing union songs old and new, serious and humorous.

Lowlight #4: A dozen people stuck in a small Marriot hotel elevator for 40 minutes.

Highlight #4: The video made by our own John Govsky, one of the twelve trapped souls, as the people inside the elevator helped firefighters force open the doors. The video clip was played for the entire convention.

Soon to be seen on YouTube, I'm sure!



Left to right, CFT Leaders Carl Friedlander, Dean Murakami, and Judith Michaels address the convention. Photo courtesy of Fred Glass.

Vicki Fabbri Visits D.C. — Report on the National AFT-NEA Leadership Conference

Vicki Fabbri, CCFT Vice President

I'm one of a rare breed. I'm a native Washingtonian (as in D.C.), as were my parents and generations before them, back to the era of Lord Baltimore (ahem). However, I left as a grade schooler and the few times I've been back for conferences as an adult I've spent my free time with relatives. So, what a treat to go back during the recent spring break with determination to be a tourist ready to be wowed by full

bloom cherry blossoms framing the temple-like majesty of the Jefferson Memorial at dusk. (It really was like that!). The wonderful touring took place before and after the AFT-NEA National Leadership Conference which I was able to attend on behalf of CCFT (Thank you!).

The theme of the conference was "Building National Alliances" and was attended by about 600-700 people. Community colleges from California

had fairly impressive representation (San Francisco, Los Angeles, San Jose and others) and of course CFT's Marty Hittleman was ever-present. I was impressed by the growing solidarity between the two major national teacher associations on the big issues in higher education. I'll highlight in bullet style the significant issues that stood out.

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President's Report

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into less work for adjuncts. Silent pink slips.

This is not a pleasant time for the union, and even if the "May Revise" of the state budget shows a significant improvement in the funding of community colleges

(I wouldn't bet on it, and I'm a betting man), I suspect the district will want to continue with the plans to re-organize the Children's Center.

I wish I had a clear message to give about what to expect for the future. But I don't. We face

more budget cuts in the coming year and more budget challenges. What I do believe is that Cabrillo will survive (though I don't know how much pain will be suffered, nor who will bear it the most). And I do believe that we will survive best if our actions are formed from the words and

ideas of all of us. Do not hesitate to share your thoughts and concerns with CCFT. Do not hesitate to share your thoughts and concerns with your colleagues.

We are one faculty.

The Children's Center Takes a Hit: A Cautionary Tale

Eric Hoffman, Children's Center

The Cabrillo administration presented their proposals for 2008-09 budget cuts at the College Planning Council (CPC) last Wednesday. The recommended cuts totaled \$753,000. Of that total, over 25 % —\$215,000—came from the Children's Center budget. If the proposals are accepted, the Center will lose three teacher positions, five student interns and one office specialist, and the director's contract will be reduced. We will have to close down one of our five classrooms and shorten one full day classroom to half day. The Center has also been a key player in helping Spanish speaking ECE students and other student families make the transition from the Watsonville to the Aptos campus, but the cuts will devastate our bilingual program—all but one of our Spanish speaking staff will leave. How did the Children's Center become a target for this kind of cut? Therein lies a cautionary tale, the tale of a building built without adequate funds to run it.

The Children's Center has been at the heart of the Early Childhood Education (ECE) Department's teacher training program since it opened

over thirty years ago. As with other lab facilities on campus, the College covered our staff salaries out of the General Fund. Most of the children who attended the Center were from faculty and community families, because most Cabrillo students couldn't afford the tuition.

Ten years ago, the College accepted a donation to provide student childcare, and the Baskin Center was set for construction. The Center teachers were excited about expanding the program and including a wider diversity of families. However, when we saw the proposals for staffing and funding the building, we were concerned. The plan included applying for grants that would provide free or low cost childcare for our students. However, that meant locking our fee schedule into state reimbursement rates that were not high enough to support quality childcare. The College committed itself to pay for staff raises, but our fear was that, as salaries increased, the subsidy from the General Fund would become too large to maintain. We projected that within ten years, the College would have to transfer over a third of a million dollars to keep the Center open. We were concerned that the College could not keep its commitment to student childcare

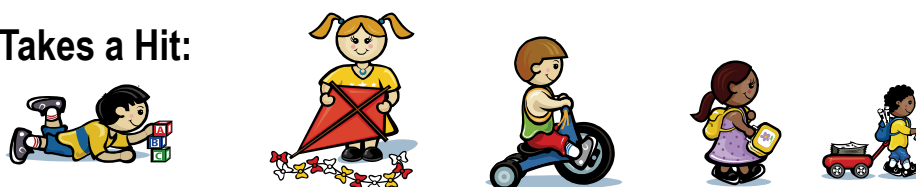
over the long term, and that a crisis might put funding for the ECE lab program in jeopardy.

We asked the administration to either decline the donation or postpone construction until an endowment fund could be created. The College was not about to turn down a major funder, of course, and the Baskin Center was built as scheduled, with a patched together operating budget and the assumption that somehow the long term funding would resolve itself.

It didn't. In fact, due to changes in the salary schedules, rising benefit costs, and the longevity of the staff, the subsidies grew even more than we predicted. This year, the College transferred over half a million dollars into the Center budget. Everyone who looked at this figure knew it could not be sustained, especially after the size of the current State budget crisis became clear.

The predictions we made ten years ago have come true. We have worked with the administration to downsize the Center in a way that still allows us to give students priority for the remaining child care slots while leaving the ECE lab program intact, and we have asked that cuts in future years not put that core program at risk.

What will become of the empty Baskin Center classroom? We will be working with community programs to find a use that is consistent with the ECE department's mission, while remaining revenue neutral. And what about the people who will be losing their jobs? One teacher will become a full-time instructor in the ECE program. Our office specialist will, hopefully, find a similar position somewhere on campus. We are most concerned about the two teachers who have each been here seven years and built their lives around the salaries they were receiving. We know that the dollars cut from the Center budget will not be restored, but we are working with the Union to either find them other positions on campus or craft a "bridge" proposal that will save the same amount of money for a year while helping them transition to jobs off-campus, or in whatever new Baskin Center program we create.



AFT / NEA Leadership Conference

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Top Three Policy Issues for AFT

FACE (Faculty and College Excellence Act) – AFT's FACE legislation campaign has a two-pronged approach:

- 1) Phase in equity compensation for contingent (adjunct) faculty; and
- 2) Ensure, after phase in period, that 75% of undergraduate classes are taught by full-time tenure and tenure-track faculty.

Legislation based on FACE variations has been introduced in eleven states. After feedback from locals AFT has amended the model to include a variety of options that may be easier to get passed while moving us in a more ambitious direction. The Washington State AFT representative spoke about a small success they had getting the legislature to fund conversion of some part-time positions to full-time positions. He said their success was based on lobbying, lobbying and some more lobbying. It's critical that legislators see and hear from us regularly to keep our agenda fresh in their minds. (Have you paid your dues to FACC? and locally to COPE?) For more on FACE check out www.aft/face.org.

Academic Freedom Part One

There has been an insidious move to curtail academic freedom legislatively through wonderful sounding "Academic Bill of Rights" (ABOR) proposals. Actually, ABOR would give governmental oversight to ensure ideological "balance" in curricula. AFT has joined with NEA and others in a coalition called "Free Exchange on Campus" to oppose the bills. ABOR-like bills have been introduced in over half of the state legislatures and thanks to Free Exchange efforts, not one has passed. Whew!

Academic Freedom Part Two

Last year AFT produced a statement on academic freedom outlining the issues clearly (primarily the erosion of academic freedom through the trend of using more and more contingent faculty) and suggesting union strategies for overcoming the threats. AFT encourages locals to use this document to promote hearty dialogue about the state of this cherished value in higher education. We used copies of the document for the spring Flex part-timers breakfast discussion. Ask Maya if you'd like a copy.

NEA's Higher Education Legislative Focus

Funding: For FY08 Congress fought hard to oppose Bush budget cuts to higher education. There was some success this year probably due to Congress passing the 2007 College Cost Reduction Act which had raised grant amounts, decreased rates of subsidized student loans among other things. However the assault on funding continues in Bush's FY09 budget proposal, which would eliminate \$3.3 billion. These cuts affect 1.8 million students in vocational and student aid programs. Historically Black colleges, Hispanic serving institutions, and tribal colleges would be reduced by 27.7%.

Higher Education Act Reauthorization – Senate passed its bill last summer and the House earlier this year. No conference committee announced yet. It may not happen this year. This legislation, first passed during Lyndon Johnson's term, has boosted aid to education. Each time it is reauthorized new amendments and changes have occurred. This time the focus is on balancing funding increases with an eye toward cost reductions from increased efficiency and accountability.

(Sound familiar?)

Other resources for the asking

I came back from the conference loaded with pamphlets and handouts, some of which have found homes with CCFT Executive Board members. I still have a number that I can part with on: distance education, exemplary programs for Latinos (our own Digital Bridge Academy is one), Student Learning and Accountability, Intellectual property issues, Part-timer equity issues, Academic freedom, "Faculty bias" studies, Faculty diversity, and Market values in education. Maybe not bedtime reading, but much to think about if we are to keep on our professional toes. Email me what you'd like (vifabbri@cabrillo.edu) and I'll make sure the material gets to your box.

Finally—I want to say how fortunate I feel to be a part of CCFT. I return to work glad to be a part of such a thoughtful and good humored local.

Learn to COPE

Bill Stamos, COPE Co-Chair

As the old 'Yes on 92' button in my office collects dust, I am reminded of the state budget crisis, and the fact that education is still a potential prime target of budget slashers in the state capitol. With no certain end in sight for the state's monetary crisis, it is as good a time as any to try and bolster Cabrillo College's COPE funds, to represent all our interests on the bigger stage.

Currently, COPE is active on several fronts. We are organizing visits with our local legislators to remind them about the importance of supporting community college education. COPE is also helping with John's Leopold's election campaign for Supervisor District 1. Since Leopold's seat on the Cabrillo College Governing Board may be vacant upon his election as supervisor, COPE is looking for someone to serve on that Board as a member for Area 3. Finally, COPE is helping to fund and

organize Reel Work Film Festival's presentation of *Tillie Olsen: A Heart in Action*, a film by Ann Hershey, scheduled for Sunday, May 4th at 4pm in the Forum. The program may also include local writers and poetry participation.

The last piece of good news is that now, CCFT members may contribute and deduct as much as they desire to support COPE each month. If you haven't ever donated to COPE, please consider completing the form on the next page to begin.

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Tillie Olsen: A Heart In Action

A film by Ann Hershey
Sunday, May 4, 2008
4 pm
Cabrillo College Forum 450, Aptos

REEL WORK 2008

May Day Labor Film Festival

Santa Cruz County
April 25- May 11, 2008

Tillie Olsen was an internationally acclaimed writer; human rights, labor, and anti-war activist; a formative voice of the women's movement; a long time Santa Cruz resident and a passionate, humorous, loving friend and mentor. Her powerful, brilliantly crafted, poetic writing depicts the lives of working-class people, women, and people of color with respect, profound understanding and deep love. Her books, *Tell Me a Riddle*, *Yonnondio from the Thirties*, *Silences*, and her essays and lectures have been translated into twelve languages. Her works are considered by many to be central to working class literature, women's studies, and the understanding of creative processes and the life conditions, which permit imagination to flourish.

***Tillie Olsen: A Heart in Action* offers a portrait of one who believed in the goodness of human nature and worked for justice. The CCFT sponsored event will feature Tillie's favorite labor songs and spoken word by local poets. Donations from the event will support the Tillie Olsen Fund for Social Justice.**

Classified Information

It's a Bitter Wind A Blowin'

Stephanie Stainback, CCEU President

Here we go again – rocking back and forth in the winds of budget shortfalls. I get tired just thinking about this. I cannot imagine that the Governor knows how many hours of labor result from his decision to simply slash 10% of the funding available for public education. Does he have any idea? Does he know about the pink slips, the fear and uncertainty, the endless

hours spent in meetings, the general structural upheaval generated by his decisions?

The cost of providing services has risen, and will continue to rise. The revenue generated by the state to pay for these services has decreased. This is a recipe for unhappiness, and the first waves of shock have hit our shores this year. The word on the streets is that next year

may be worse – not good. These are the circumstances that can rip at the very fabric of what holds an organization together.

The state simply must find a way to raise revenue. That means raising taxes. People are reluctant to say it out loud, but it must be identified and then acted upon.

Meanwhile, some of our classified employees, as well as some of our certificated employees, will be losing their jobs this year. Additionally, vacant classified positions have been “frozen”,

and some have been eliminated. This results in workload issues that will spread out across campus. We are increasing the number of students that we enroll, yet reducing the support services for those students - again.

We need to stabilize our funding. We thought we had done this with the passage of Proposition 98. Guess not, especially if it can be suspended whenever deemed necessary by the Governor, and when the community college

part of that formula was never fair to start with. Time to hit the streets, people. It's time to stand up for not only education and community colleges, but for all social services offered by the state. Stable funding. Say it out loud. It has a foreign sound to it, but it feels good. Now let's work together, let's do our small part, to speak up, to become active, and to make it happen.

Because this? This doesn't taste good at all.

Committee on Political Education (COPE)

~Additional and Optional to CCFT Membership~

Last Name	First Name	Social Security Number	Date
Home Mailing Address		City	State Zip
Home phone	Work Phone	Email	Department Division
I hereby authorize the Cabrillo College District to deduct from my salary the following sum per pay period to be forwarded to the CCFT COPE Committee: <input type="checkbox"/> \$2.00 <input type="checkbox"/> \$4.00 <input type="checkbox"/> \$9.00 <input type="checkbox"/> \$_____other			
Signature _____		Date _____	
<input type="checkbox"/> I would like to participate on the COPE Committee		<input type="checkbox"/> I would like to receive email updates from the COPE committee	
<small>Contributions to the CCFT COPE Committee are not deductible as charitable contributions for federal income tax purposes.</small>		<small>This authorization is signed voluntarily. I understand this money will be used to make political contributions by the CCFT COPE Committee.</small>	
CCFT CABRILLO COLLEGE FEDERATION OF TEACHERS <small>AFT LOCAL #4400</small>			

Please return completed card to the CCFT mailbox in the Cabrillo College mailroom

CABRILLO COLLEGE FEDERATION OF TEACHERS

Phone: 831-464-2238

Fax: 831-464-2283

E-mail: ccft@ccftcabrillo.org

<http://ccftcabrillo.org>

Director: Maya Bendotoff

CCFT REPRESENTATION ON CABRILLO COLLEGE COMMITTEES

COMMITTEE	CCFT REP(S)	PHONE	EMAIL
Benefits Committee	Debra Bone Olivia Hand	425-0622 479-6282	dbone@cabrillo.edu olhand@cabrillo.edu
College Planning Council	Paul Harvell Barbara Schulz-Perez	477-5218 x6244	pahravell@cabrillo.edu baschult@cabrillo.edu
Distance Learning	John Govsky Nancy Stucker (alt.)	466-3269 x1404	john@teacherjohn.com
Facilities Planning Advisory	Debra Bone Michelle Rivard	425-0622 x6156	dbone@cabrillo.edu mirivard@cabrillo.edu
Faculty and Staff Diversity Advisory	Michele Chao Barbara Schultz-Perez	x3502 x6244	michao@cabrillo.edu baschult@cabrillo.edu
Meritorious Service	Zarina Dastagir	x6398	zadatag@cabrillo.edu
Sabbatical Leave Review	Eric Carter Marcie Wald Mary Ellen Sullivan	x6490 X6272 x6315	ercarter@cabrillo.edu mawald@cabrillo.edu masulliv@cabrillo.edu
Safety Committee	Noreen Romero Matt Escover (alt.)	477-5217 x1614	noromero@cabrillo.edu
Staff Development Advisory	Vicki Fabbri Shirley Flores-Muñoz	239-3862 x5788	vifabbri@cabrillo.edu shflores@cabrillo.edu
Technology	Charlotte Jensen John Govsky (Alt)	x6438 466-3269	chjensen@cabrillo.edu john@teacherjohn.com

Vicki Fabbri: Unionist of the Year

Congratulations to Vicki Fabbri, CCFT's "unionist of the year." Vicki will be honored at the Monterey Bay Central Labor Council's Labor Awards Dinner on Friday, May 2.

Ms. Fabbri has served the union as advocate and participant in the Part Time committee, as Co-Vice President, and has served on the negotiations team. Her excellent communications skills have served to lead group activities, facilitate meetings and keep the negotiations team working smoothly. A dedicated adjunct instructor, Vicki consistently gives of herself to further the interests of all faculty. Way to go, Vicki!



ELECTED OFFICERS

President	Paul Harvell
Vice Presidents	Vicki Shook-Fabbri Eric Hoffman
Historian	Michele Rivard
Treasurer	Nancy Stucker
Membership Chair	Michael Mangin

APPOINTED CHAIRS

Chief Negotiator	Paul Harvell
Adjunct Committee Chair	John Govsky
Grievance Officer	Debra Bone
Newsletter Editor	Jefferson Hancock
COPE Co-Chairs	Julie Hanks & Bill Stamos

DIVISION REPRESENTATIVES

BELA	Meredith Babbe Robyn Marshall Nancy Stucker Elissa Wagner
Counseling	Francisco Ponce Barbara Schultz-Perez
HASS	Enrique Buelna Michelle Chao Matt Escover Michael Pebworth
Health Services/ Library	Sylvia Winder
HWPEA	Debra Bone Jan Hiley Beth McKinnon Joanne Wylie
Instructional Development	Jefferson Hancock
NAS	Jim Griffin Denise Lim Alex Taurke
VAPA	John Govsky Michele Rivard
Watsonville	Julie Hanks