

# FACULTY Voice

CCFT NEWS

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

MAY 2008

CCFT President  
Paul Harvell



## President's Report: Proposed Budget Cuts

Paul Harvell, CCFT President

Normally, at the end of the year one pauses, takes time and reflects upon the accomplishments of the year. I'm abnormal. Too much still unfinished and underway, such as negotiations, and too much still in front of us, like a million dollars more of budget cuts. So, here's some lowdown on various issues, most of which are still pending.

Negotiations: we have two re-openers still on the table. One deals with evaluations and complaints. The other is

compensation. We are close to wrapping up the former. We aren't close on the latter. Ratification of both of these re-openers will most likely take place in the fall.

The problem in negotiating compensation under current budget conditions is that it is hard for either side to advance an offer while we are laying workers off. Can a union ask for more pay for its workers while Cabrillo employees are losing their jobs? This is not to say no work was done. There was time spent trying to under-

stand how budget conditions should be connected to compensation (what's the formula? so to speak). Also, some work was done looking at how Cabrillo compares to other community colleges (we've slipped, no doubt about it - as we complete and better understand the findings, they will be made public).

Where does that leave us? The school will use the current salary schedule for next year. That means no pay raise currently except for any step or column change an individual

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## Ridin' with the King Mission: Sacramento

Jefferson Hancock, Editor



On Tuesday, May 20, with an elite commando force under the direction of Cabrillo College Commander Brian King, I had the pleasure of raiding Sacramento for one of the FACCC's Lobby Days. Reconnaissance team members included CCFT Vice President Vicki Fabbri, CCEU CPC Rep. Jill Gallo, Student Senate President Rebecca Villafana, Student Senate Vice President Guadalupe Ortiz, and myself. The team rendezvoused in the Scott's Valley Hilton Parking Lot at 0600 hours

and quickly departed toward the target site in a Turbo charged, rocket powered Silver Honda Odyssey Minivan.

With the help of synchronized watches, we made it to the recon point at the Sacramento Hyatt Regency early, chatting along the way about good books and structural deficits. Being the rookie on the team, new in the ways of big city politics, I ranted and raved about how fiscally irresponsible it was to have any kind of a "structural deficit" and asked why the hell we couldn't just raise more revenue to make up the difference.

I was quickly humbled. Not everyone thinks that's possible and not everyone wants to raise taxes. Imagine that.

After a brief breakfast, we dashed upstairs for a briefing from FACCC officials on lobbying and interrogation techniques. We were reminded that in the face of a 17 billion dollar budget deficit, **Community colleges fared better than others in the governor's May revise** and were told to convey our gratitude to Senator Joe Simitian and Assemblyman John Laird, whom we were visiting. We did.

At 11:30 we hiked upstairs to Senator Simitian's office, expecting to meet briefly with his chief of staff, Annette Porini. Instead we found the Senator himself waiting for us. He shook hands and greeted us before dashing off to a meeting. After he left, Annette cordially fielded

our questions and made a few important points. First, she noted that the Governor's plan was probably not feasible and that a real budget probably wouldn't come until October. I asked her about raising revenue and she informed me that polls indicated that most folks, both democrat and republican, were not in favor of raising taxes to fix the budget. She also said that

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## President's Report

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earns. I suppose the union could have signed an agreement that our pay raise is 0%, but what's the point? Agree to nothing? We'll keep the door open. Perhaps things will look brighter when the final budget is approved (we're keeping the door open, but I'm not holding my breath). One thing not to expect (under all realistic conditions): retroactive checks. The union understands we can't justify the additional expense (in these times!) of doing those.

A quick word about medical benefits: the benefits package is not open for negotiations. However, next year's cost increase is significantly above any expectations (about two hundred thousand dollars above expectations). The district did forward some ideas

about trimming the cost. The union listened, and will continue to listen, to possible solutions to an expensive problem; however, at this time the union sees no acceptable alternative to our current options. We are not negotiating changes in the medical benefits.

Our "one faculty" outreach drive will continue into next year. We managed to contact, at last count, about one fourth of our membership. Not even close to good enough. So we'll continue in the fall attempting to reach all faculty members.

Expect a fall flex activity involving space allocation. A very thorough job has been done (having read some of the notes) collecting information. What we'll see next, I believe, is organization and structure of space allocation options that the

college will then use to make decisions.

Budget cuts for 2009/2010: we're already beginning discussion of what that process might look like. CPC will run a subcommittee over the summer to propose options on a process. Here is my strong belief: Cabrillo's recent accreditation and the Master Plan currently under development have demonstrated the benefit of a transparent process that allows (even demands) broad input. This process will not be easy, and we need to act swiftly (or decisions will need to be made top down). That is why the union will take a proactive stance on how to define the process.

For those not working at the college this summer, have a great break. For the rest, I'll see you here.

There might be one unanswered question for many of you: previous answers being Brad, Steve, Wynton, Uno, and Margaret. Will anyone get it? Should be a prize, perhaps.

## CCFT Works to Protect Health Benefits

*Debora Bone, Benefits Committee*

Every year, the cost of health benefits rises and the college struggles to find ways to keep those costs down while continuing to provide coverage. This year, with state revenues falling, the challenge of maintaining our health benefits is bigger than ever. CCFT has made health benefits a top priority.

Both the CCFT and CCEU contracts provide for the district to pay full time employees a stipend that corresponds to the cost of the lowest cost HMO (Health Net Low plan). Additional coverage is offered through the Health Net High plan, and the PPO plans through Blue Shield, for which participants pay the difference "out of pocket."

SISC, the purchasing group that provides us with health benefits, has announced that the HMO plans will be going up by 15% next year. The PPO

plans will go up by 5% and the dental plans by 9%. The increased cost for the district to maintain these plans (by keeping the stipend for all employees at the rate of the lowest HMO) is estimated at \$800,000 next year. The district has done a variety of things over the past few years to streamline our plans and reduce costs. It seems that there isn't much left to shave off of the "lowest cost HMO" and still be able to call it a "comprehensive" health plan.

Currently 685 Cabrillo employees, retirees and their families count on the district to provide access to health care. Employees are divided pretty evenly among 3 plans: 199 employees are in the "Health Net High" plan, 200 are in the "Health Net Low" plan, 220 are in the "Blue Shield High" plan. In addition,

31 are in the "Blue Shield Medium" and 25 in the "Blue Shield Low" (= Catastrophic) plan, with 10 retirees in two other specialized retiree plans. Adjunct faculty, and faculty or classified with partial contracts, pay large "out of pocket" amounts to supplement the district stipend. When salaries are stagnant, increased benefits costs are particularly difficult for employees to absorb.

It is a priority for both unions to maintain the quality of our health care plans. In order to make any plan changes, the district would have to bargain with CCFT and CCEU. CCFT has taken a very strong position to keep the current plans and to make sure that any of our colleagues facing serious health problems will have the coverage they need. It is important to acknowledge that

only 35 adjunct faculty are on the health plans, so this priority mainly affects people in full-time faculty, classified and management jobs.

With much of next year's budget in the uncertain hands of the state legislators, it is hard to know how much money will actually come to the college. In any case, decisions to preserve the current health benefits plans will affect other budget options for the bargaining unit and the college. Stay tuned as we watch to see what the summer will bring.

AS SOON AS FINAL BENEFITS DECISIONS ARE MADE, EXPECT TO RECEIVE INFORMATION ABOUT OPEN ENROLLMENT. You may need to submit forms to keep or change your plan. **Make sure that the Human Resources department has your correct summer address to mail you this info;** it will likely be happening before the end of August.

## The 2008/2009 Budget Cuts

### Update from CCFT President Paul Harvell

May 19, 2008

The plan for the 2008/2009 budget was to cut about \$600,000 in on-going costs and funding the rest of the structural deficit out of the reserves. The proposed cuts came in at \$750,000.

Some of the cuts in expenditures were in supplies or services.

Much of the budget cuts were the elimination of unfilled positions.

The troubling piece of the cuts was cuts in filled positions. Most of these were in the Children's Center (3 faculty, 1 classified).

The CCFT council devoted

much of its April meeting to discussion of the loss of those faculty positions. The CCFT position was to take a position against layoffs. I acted upon that position at CPC by not ratifying the proposed cuts. The proposed cuts will probably be given to the board without CPC support at the June board meeting.

Taking a position against layoffs needs to be understood as distinct from a position about the Children's Center reorganization and reduction of service. In response to growing problems within the Children's Center, the ECE (Early Childhood Education) and Children's

Center faculty have been working on a plan of reorganization for a couple of years. Though the current reduction is more than what many had envisioned, there is some agreement among ECE and Children's Center faculty that reorganization (program reduction) needs to begin in 2008-09. year. For some of the history of what happened at the Children's Center, read Eric Hoffman's article in the April 2008 CCFT newsletter.

Though I support the Children's Center changes, CCFT and I are still opposed to the layoffs. On the faculty side, the problem has been reduced from three people to one. Of the

eliminated faculty, two already have other jobs secured (one, a tenure track position in ECE at Cabrillo). The union will be working with administration to mitigate to the fullest extent possible the impact of this layoff on the last faculty member affected.

CCFT also supports the mitigation of the impacts of layoffs on classified staff (hopefully, most of that will come through change of jobs at Cabrillo). CCFT and I recognize the support of current Cabrillo employees as a top priority.

## Proposed 2008-09 Budget: Impact on College Services

Maya Bendotoff, CCFT Director

The district has been looking to cut \$600,000-\$750,000 from the General Fund next year, and to use another \$1 million to "backfill" for one year. This means that some vital services will be reduced for 2008-09 and more significant cuts, including possible program reductions, will take place in 2009-10.

The following represents some of the cuts that have been proposed that will, in all likelihood, be enacted for 2008-09 (pending Board approval on June 16):

### College library:

The library will be closed all day Saturday and for a half day on Friday. Access through the back of the library will be cut off.

### Classified positions:

Some 20 classified positions have been frozen or eliminated. At the same time the college plans to open new buildings in the fall.

### Teaching units:

Reduction in course sections in journalism, telecourses and special studies.

### Reduction in services:

- ◆ Financial aid advisors (1.25 FTE)
- ◆ Admissions and records (.5 FTE reduction)
- ◆ Counseling services (.25 FTE reduction)
- ◆ EOPS counseling
- ◆ Disabled student services
- ◆ Computer labs
- ◆ Math labs
- ◆ Student services (1 FTE)
- ◆ Stroke center
- ◆ Business office (.8FTE)
- ◆ Human resources (.5 FTE)

### Student assistants and temporary help:

To be eliminated from most areas, resulting in a reduction in services as well as job training and work/study opportunities for students.

### Children's Center:

Significant reduction in services and programs; decimation of bilingual program. Reductions include: three teacher positions, five student interns, one office specialist, and the reduction of the director's contract.

### Supplies:

Limited supplies will be cut from all areas, which will lead to an inability to cover some essential needs. One example from Business Services is the elimination of the college subscription to the Community College Update.

### Reduction in funds:

- ◆ student meals cards
- ◆ student books awards
- ◆ student hourly support
- ◆ professional services
- ◆ permits & licenses
- ◆ special accreditation funds

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## Access to Unemployment Benefits for Part-Time Faculty

Maya Bendottoff, CCFT Director

The reality for part-time/adjunct faculty is that their assignments are made on a tentative basis and may be cancelled for a number of reasons, including: class cancellation due to low class size; changes in scheduling for various reasons including budget cutbacks; or the last minute assignment of the class to a full-time instructor, as part of his or her load (in the case that one of their classes are cancelled).

In the language of unemployment legislation, it is said that adjunct faculty do not have "reasonable assurance of employment." Because of this, many adjunct employees are eligible to collect unemployment benefits between semesters or sessions.

### About Applying for Benefits

Applications can be filed online at [www.edd.ca.gov/fleclaim.htm](http://www.edd.ca.gov/fleclaim.htm) or by calling the Employment Development Department (EDD) at 1-800-300-5616.

Plan to apply for benefits on your first day of unemployment. Your claim will start at

the beginning of the week you apply. Payments will only go back to the first day of application, so be sure to submit your claim in a timely fashion. There is a one-week waiting period for each benefit year, which begins with the date of filing for benefits and ends one calendar year later. Note that you are paid from the beginning of flex week through the end of the academic semester (unless you have a specified, shorter-term contract). This is true even if you stop teaching before the final date listed in your individual contract

Be sure to let them know you are a temporary, part-time employee and that you do not have reasonable assurance of a job to go back to. It is important to understand, and convey when filing, that your assignment may be withdrawn at the District's discretion at the last minute because of funding, enrollment, or other changes. This language is found in section 16.5 of the Contract, we recommend you have a copy on hand during

the application process.

You may also want to mention your entitlement to benefits under the case of *Cervisi v. California Unemployment Insurance Appeals Board* (1989) 256 Cal.Rptr.142. The *Cervisi* decision states, "an assignment that is contingent on enrollment, funding, or program changes is not a 'reasonable assurance' of employment."

In filing your claim, please note that your union number is AFT local 4400.

### More Information

◆ For filling information and details about eligibility see the EDD website at:

[www.edd.ca.gov/fleclaim.htm](http://www.edd.ca.gov/fleclaim.htm).

◆ For local information see the CCFT website at:

<http://ccftcabrillo.org/unemploy.htm>

◆ Be sure to check out the new handbook:

<http://www.chicagococal.org> (see sidebar).

If you have additional questions or comments, please call CCFT representative Maya Bendottoff at 464-2238.

### NEW RESOURCE ON UNEMPLOYMENT BENEFITS

The Chicago Coalition on Contingent Academic Labor just published a fabulous new handbook entitled *Access to Unemployment Insurance Benefits for Contingent Faculty* that can be found online (and downloaded) at: <http://www.chicagococal.org>. Part six, "How to Claim Benefits," includes helpful tips on filing forms and answering interview questions.

## Retirement News

For faculty members who want to retire at the end of NEXT year (end of 2008-09 academic year) and want to receive the retirement incentive (cash!), the window of notification is now OPEN. The window stays open until September 15, 2008. Restrictions do apply, see section 18.7 below.

### 18.7 2008-09 Retirement Incentive Program

In order to participate in the 2008-09 retirement incentive program, the regular faculty member must be age 55 or older, retiring into the STRS retirement system, have 15 years or more of service credit in the District according to the provisions of Article 18.3 and must submit a letter to the Human Resources Department between May 15, 2008 and September 15, 2008 providing a retirement date during the summer of 2009. The retiring faculty meeting these provisions will receive the following compensation:

**18.7.1** 15 years of service to less than 20 years of service in the District: \$10,000 total, \$5,000 to be paid in July 2009 and \$5,000 in August 2009.

**18.7.2** 20 years or more of service: \$15,000 total, \$7,500 to be paid in July 2009 and \$7,500 to be paid in August 2009.



## Lobby Days

Continued from page 1



the governor was "going to the mat" and would probably not "cave" on the issue of bringing back the Vehicle License Fee. Later, the Senator returned from his meeting and gave us a few more minutes of time, telling us of various possibilities for raising revenue, including increasing the sales tax by one percent and increasing fees for some public services. He also noted that a recent idea to put categorical funding into single "block" grants is sometimes proposed in tough financial times, but is seldom moves forward. We asked what we could do to convince the legislators to prevent community college fee increases and encourage legislators to continue

supporting community college funding. He suggested that we lobby Jeff Denham and Abel Maldonado. The meeting ended soon afterwards and we were off to lunch.

After a brief bivouac at a local Asian mess hall, we returned to the capitol and surveyed the rotunda. Then, at 1:30 we dashed upstairs through crowds of politicians, tourists, and students with nametags, waiting several minutes for an elevator before finally opting for the stairs. We had to wait a few minutes to see Budget Committee Chairman John Laird, who was meeting with some representatives

from the U.C. system. Laird's take on the budget trouble was less optimistic. Like Simitian, he noted that community colleges fared well in the may revise and remarked that the governor's plan was "creative" but not realistic. He was, however, glad that it got the budget discussion started. The gist of Laird's message was similar to what Simitian has told us. Ideas discussed included applying the state sales tax to professional services for lawyers, mechanics, plumbers, and so on. This would generate revenue and it would also allow the state to lower the overall state sales tax.

I asked him about the "yacht tax loophole" in which persons who have recently purchased a yacht can sail it out of

state immediately after buying it and not pay sales tax. He said that legislators have been trying to close this loophole for some time, and it may be a good issue to rally around because of its emotional nature. In the end however, he noted that 17 billion dollars is a lot of money, and even with raising revenues, that state would only be able to make up half of the deficit. The rest would have to come in cuts, and that cuts, especially those to social services would be "draconian." Cabrillo's Student Senate President Rebecca Villafana noted that some of the cuts were directed at the low-income folks and immigrants, both legal and illegal, and that those who could afford it least

would be affected the most. She also stated that such cuts would limit access to education for many potential students. Laird told us that he agreed and was on our side, but he also reminded us that community colleges fared better than others in the May revise. Like Simitian, he suggested lobbying Maldonado and Denham.

With that, we said thanks, shook hands, and returned to our rocket powered minivan for the long trek back to Santa Cruz.

Mission accomplished.



## Woe Is Me

We've got budget woes,  
up the nose.  
Not enough money honey  
Spending so much it isn't  
funny.  
Every body wants public services today  
But nobody wants to pay

So what do we do?  
What do we do?  
With that structural deficit,  
me and you?  
What do we do?  
Raise revenue.

With taxes? With taxes?  
Give taxes the axes.  
We don't need no stinking taxes.  
We already have too many taxes on our backs.

But we want busses and roads and trains,  
and protection from the rains.  
We want bums off the street.  
We want shoes on children's feet.  
We want colleges and schools  
So we won't look like fools  
Our shops need tools.  
We want hospitals and jails.  
And we don't want our jails to fail.  
We want good salaries, too.  
Don't you? We all do.

Republicans won't raise taxes.  
Democrats want to spend.  
Makes a person wonder  
If it's ever going to end.  
And every year

The deficit grows and grows.

Like my nose.



To get them to the table,  
the governor has a plan  
He says he thinks we can  
Gamble some and borrow more  
Then we'll have cash coming in the door.  
We're all between a rock and a hard place, that's for sure.

I have an idea.  
I'll shove nickels in my nose  
To try to soften the fiduciary blows.  
I won't come out smelling like a rose

But at least I'll forget about these bad old budget woes.

Jefferson  Hancock

## CABRILLO COLLEGE FEDERATION OF TEACHERS

Phone: 831-464-2238

Fax: 831-464-2283

E-mail: [ccft@ccftcabrillo.org](mailto:ccft@ccftcabrillo.org)

<http://ccftcabrillo.org>

Director: Maya Bendotoff

## CCFT REPRESENTATION ON CABRILLO COLLEGE COMMITTEES

| COMMITTEE                            | CCFT REP(S)                                       | PHONE                   | EMAIL   |
|--------------------------------------|---|-------------------------|---|
| Benefits Committee                   | Debora Bone<br>Olivia Hand                        | 425-0622<br>479-6282    | debone@cabrillo.edu<br>olhand@cabrillo.edu                            |
| College Planning Council             | Paul Harvell<br>Barbara Schulz-Perez              | 477-5218<br>x6320       | pahravell@cabrillo.edu<br>baschult@cabrillo.edu                       |
| Distance Learning                    | John Govsky<br>Nancy Stucker (alt.)               | 466-3269<br>x1404       | john@teacherjohn.com  |
| Facilities Planning Advisory         | Debora Bone<br>Michelle Rivard                    | 425-0622<br>x6315       | debone@cabrillo.edu<br>mirivard@cabrillo.edu                          |
| Faculty and Staff Diversity Advisory | Michele Chao<br>Barbara Schultz-Perez             | x3502<br>x6244          | michao@cabrillo.edu<br>baschult@cabrillo.edu                          |
| Meritorious Service                  | Zarina Dastagir                                   | x6398                   | zadatag@cabrillo.edu  |
| Sabbatical Leave Review              | Eric Carter<br>Marcie Wald<br>Mary Ellen Sullivan | x6490<br>X6272<br>x6315 | ercarter@cabrillo.edu<br>mawald@cabrillo.edu<br>masulliv@cabrillo.edu |
| Safety Committee                     | Noreen Romero<br>Matt Escover (alt.)              | 477-5217<br>x1614       | noromero@cabrillo.edu   |
| Sexual Harassment                    | Marcy Wald  | x6225                   | mawald@cabrillo.edu   |
| Staff Development Advisory           | Vicki Fabbri<br>Shirley Flores-Muñoz              | x5788<br>477-3579       | vifabbri@cabrillo.edu<br>shflores@cabrillo.edu                        |
| Technology                           | Charlotte Jensen<br>John Govsky (Alt)             | x6438<br>466-3269       | chjensen@cabrillo.edu<br>john@teacherjohn.com                         |

## ELECTED OFFICERS

|                  |                                    |
|------------------|------------------------------------|
| President        | Paul Harvell                       |
| Vice Presidents  | Vicki Shook-Fabbri<br>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       | Debora Bone                  |
| Newsletter Editor       | Jefferson Hancock            |
| COPE Co-Chairs          | Julie Hanks<br>& Bill Stamos |

## DIVISION REPRESENTATIVES

|                             |   |
|-----------------------------|---|
| BELA                        | Meredith Babbe<br><br>Robyn Marshall<br><br>Diane Putnam<br><br>Nancy Stucker<br><br>Elissa Wagner    |
| Counseling                  | Francisco Ponce<br><br>Barbara Schultz-Perez  |
| HASS                        | Enrique Buelna<br><br>Michelle Chao<br><br>Matt Escover<br><br>Michael Pebworth<br><br>Kristin Wilson |
| Health Services/<br>Library | Sylvia Winder   |
| HWPEA                       | Debora Bone<br><br>Jan Hiley<br><br>Beth McKinnon<br><br>Joanne Wylie                                 |
| Instructional Development   | Jefferson Hancock   |
| NAS                         | Damian Alcaraz<br><br>Jim Griffin<br><br>Denise Lim<br><br>Alex Taurke                                |
| VAPA                        | John Govsky<br><br>Tobin Keller<br><br>Michele Rivard   |
| Watsonville                 | Julie Hanks<br>Tera Martin  |

## CCFT Fall 2008 Meetings . . . Save the dates!

### Flex Week Events

#### Part-Timers' Solidarity Breakfast

Monday, August 25  
8-10 am in the Sesnon House, room 1804

#### Retirement Plan Options for Part-Time Faculty

Monday, August 25  
10-12pm in the Sesnon House, room 1804  
Not offered for flex credit.

#### Program Chair Meeting

Tuesday, August 26  
9-10 am in room 311

#### CCFT Luncheon

Wednesday, August 27  
12-1 pm in the  
Horticulture Center, room 5005

#### CCFT General Council

Wednesday, August 27  
1-3 pm in the  
Horticulture Center, room 5005

### Council Meetings

September 22  
October 20  
November 17  
December 8  
Meetings are held on Mondays from 2:30-4:30  
in the Sesnon House, room 1804.