

FACULTY VOICE

CCFT NEWS

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

NOVEMBER, 2008

CCFT President
Paul Harvell



President's Report: Budget Bummer

Paul Harvell, CCFT President

Don't read this, it will depress you.

The surprisingly decent-for-the-times state budget was passed more than a month ago. That budget is now irrelevant. It was based on now proven unrealistic forecasts of tax revenues. Current guesses have state revenues as much as \$10 billion lower than previously estimated. Based on this news, the governor called the state legislature back into session. If necessary budget reductions are shared equally across all state programs, it would mean millions less for Cabrillo. The word from Sacramento: expect large mid-year cuts.

Mid-year cuts might not be the only thing we see. We might also see an increase in student fees. Fee increases usually have small impacts mid-year, but one would expect an impact on next year's enrollment.

To make things worse, once the economy turns around, it will take a couple of years for revenues to rebound. It's looking to be rough for several years.

As the budgetary storm heads to Cabrillo, the district is battenning down the fiscal hatches, but it's hard to prepare for worst case scenarios. It will be near impossible to reach a million dollars in savings through the surgical cutting of classes and adjuncts. A

million dollars of savings would take a reduction of over 500 Teaching Units (the equivalent of 17 full time faculty). Imagine if we have to find two million dollars in savings? Or four million?

Whether we cut 300 TU's or 500 TU's or even more in the coming years, it will be the adjuncts who bear the pain of these layoffs. (I know. Technically, the college does not "layoff" adjuncts since their hired semester to semester, but I'll call it as I understand it.) Some will lose their job at Cabrillo. Others will lose half or more of their assignments. Some will lose their health insurance. It will important for

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Presidential Race: Obama and History

Michael Mangin, CCFT Grievance Officer

At 8pm PST on November 4 we shared in one of the most historic moments of our lives. The election of Barack Obama as President caused many of us to cheer, some of us to cry, and all of us to recognize that an important moment was occurring, not just in the United States but also around the world.

Although we all recognize the international significance of this election, what may be most astonishing is

the extent to which race as an issue was absent from the national conversation before Election Day. We have indeed come a long way as a nation.

Then, as one of my students noted, at 8pm the inescapable headlines reverberated throughout the world: "An African American has been elected President of the United States." It would appear that race remains an important part of the nation's collective consciousness after all.



President-elect Obama is the offspring of two people of different races whose marriage was legally forbidden in many states up to the mid-twentieth century. His election

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My Father's Flag

Jefferson Hancock, Editor

On the evening of my father's memorial, my mother quietly took me aside and said, "Here, I want you to have this," as she handed me a neatly folded American flag, the one the armed services send to veterans when they pass on.

"Don't you want it?" I asked. "After all, it's yours. Don't you want to hang it up or something?"

She responded with an emphatic no and didn't seem eager to explain, but I understood. To her, the American flag represented war abroad, and unjust war at that. It meant dead Iraqis, dead Americans, dead Vietnamese. It also meant persecution for left wingers in the 1950s. She didn't display the flag proudly. My father wouldn't have either.

When American media portrays veterans, we often see images of brave warriors fighting in foreign lands: Camouflage-clad army women and men riding in Humvees, pinned down by sniper fire or blown apart by roadside bombs and RPG's. Fire on the deck of a destroyer in the Pacific as a shirtless, grim jawed serviceman with dogtags flying rattles

off machine gun fire at an incoming Zero. John Kennedy stranded on a desert island in enemy territory scrawling a message on a coconut and swimming for help. John McCain rotting, starved, and tortured in a Vietnamese jail. These veterans were true heroes and deserve acknowledgement for their sacrifice to our nation.

But my old man wasn't one of those guys.

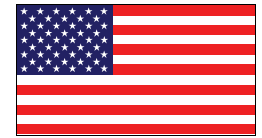
To escape the draft in WWII, he lied about his age enlisted in the Navy at 17. His older brothers had discovered that if he entered the Weather Corps, he stood a good chance of not getting shot at, so instead of being shipped off to Germany, he entered an officer training program and went to college to learn weather forecasting. His first tour of duty came in the Philippines, just after the war ended. And he served admirably.

But not long after his Navy discharge, ex-Ensign Hancock's left-wing activity caught the attention of a local draft board, and he was sent off for basic training at

Fort Ord, presumably for infantry service in Korea, where he could be quickly dispatched. Luckily, he was thrown out of the Army with a general discharge for refusing to sign a loyalty oath. After a tough legal battle, he got his status changed to honorable.

So Ensign / Private P.T. Hancock was a veteran twice over, and he did fight for his country, but not in the traditional way.

Some Americans have a warped view of patriotism. They speak only of "country first" or "my country right or wrong." But what if our country *is* wrong? Isn't it our responsibility to change it? My dad was one of those who spoke out when he believed his country was wrong, and he paid for his dissent. Some veterans tell stories of snipers and mortar fire. My dad talked about FBI harassment, about pleading the Fifth before the San Francisco chapter of the House Un-American Activities Committee, and about being blacklisted.



But despite the persecution, my father loved his country, even if he wouldn't sign any "goddamn loyalty oath," as he put it. (To make this discussion germane to CCFT business, I should note here that in the 1950s, teachers as well as military personnel were required to sign anti-communist loyalty oaths as a condition of employment.) Still, with all the country's faults, my father believed in the democratic ideals upon which the United States was founded. He always worked to make his voice heard in our democracy. He ran for office. He walked precincts. He organized people. He marched. He petitioned. He wrote his elected representatives. He worked to elect candidates. He immersed himself in American democracy.

Cynics say that their vote doesn't count, that democracy in the U.S. is a sham. My father would be quick to remind such people that it's up to us to change it. He did so by example.

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A True Victory

Maya Bendotoff, CCFT Director

Thanks to the support of Cabrillo students, faculty, and staff, our only contested seat on the Board of Trustees (for Area III), will soon be filled by Susan True, Executive Director of First Five of Santa Cruz County. This is a significant victory for the college in general and the unions in particular. True under-

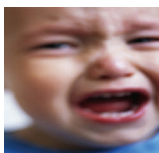
stands that faculty and staff bring firsthand knowledge of the issues, dedication, and an important perspective that Board members can learn from.

Last summer, True decided to run only a few days before the deadline for filing for candidacy. A few weeks later CCFT and CCEU had a candidate forum in

the works, and faculty and staff both agreed that she would be the best fit for Cabrillo. CCFT COPE got the wheels rolling quickly, and made the True campaign the top priority.

Between the formal union endorsements and the election-night victory, many faculty members helped educate the community,

precinct walk, and work with the Progressive Coalition to label and distribute door hangers. It is these efforts, in combination with Susan's community support and amazing outreach to the college community, which led Susan to win by such a large margin. Congratulations Susan, we look forward to working with you!



President's Report: Budget Blues

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deans, appropriate administrators, and program chairs to communicate what is happening in each program with the adjuncts. Some programs may not have to layoff adjuncts, and those adjuncts should not feel anxious unnecessarily.

Laying off adjuncts can only get you so far. You can cut TU's and adjuncts only if we're above the enrollment cap. Once we dip below our enrollment cap, you start losing money by cutting TU's and exacerbate the college's financial problems. For example, the Economics Department is looking at the loss of five classes under guidelines now being floated (that's more than one-fifth the economics program). Those five classes generate over \$100,000 in revenue as long as we can claim those full-time students with the state (i.e., we're not over

cap). The cost of those five classes? The adjunct teaching units would cost about \$20,000. When we get below cap, for every TU we cut we lose even more revenue, and as we recently experienced, it's hard to get those students back when state starts funding growth again.

One of the first casualties of the budget will be tenure-track hires. Eight faculty took the retirement incentive and will retire at the end of this year. I don't expect any more retirements, but it's possible. Last year, we hired more tenure-track faculty than was required by the FON (Faculty Obligation Number). At that time, it was understood that we would hire less this year if the budget was bad. The budget is looking to get bad, so I expect no new hires unless we stand to fall below the FON. That's a savings of about \$320,000. As for the FON, it might have been close, but the state Board of

Governors for the community colleges voted to freeze the FON for next year. Ours was expected to rise by three or four. We should have enough buffer so that hiring no one this year is an option. CPC should be addressing this issue soon. This is going to be difficult for several programs that deserve new hires. The numerical ranking and presentations at the Senate for the prioritization process were compelling. The difficulty those departments face highlights again the difficulties we face. We simply don't have good options to choose from.

One update that isn't so depressing: Concept 3 of the space allocation process is out. Everyone was e-mailed the link to see the newest plans. You can also review a summary of the feedback from the last two concepts. You can also submit feedback for the newest concept.

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Obama

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represents the final repudiation of an ideology of racism that has shaped our collective historical identity. We have all heard that Obama will take the oath of office on the steps of the U.S. capitol, a building constructed by slaves, which once served as a platform from which slaves were routinely auctioned to the highest bidder.

Above the scene of his inauguration, the female figure of Freedom will hover over the scene from her spot on top of the dome of the capitol, where she has stood since 1863, the same year of the Gettysburg Address. She too was welded by the labor of black slaves,

but her design reflects the road we have traveled as a nation. The original plans for Freedom show a figure wearing a liberty cap, a popular symbol during the colonial era. However, the liberty cap had become a controversial image during the 1850s, as its lineage dates back to ancient Rome, where it denoted the badge of liberty for a freed slave. Getting word of this emblem of liberty, the slaveowning Secretary of War Jefferson Davis ordered a change in the statue's appearance. So the design for Freedom's headpiece was altered to a less controversial design, a feathered

military helmet. Therefore the soon to be President of the Confederacy was responsible for the crowning piece of art that will be overlooking President Obama's inaugural setting.

Let us all celebrate the distance traveled, the bridges crossed, and the barriers shattered by this momentous election. But the multiple levels of historical irony that will unfold on inauguration day should keep us cognizant of the work still to be done as we move forward to create a truly United States of America. It is work that is long overdue.



Flag Waving

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At the end of this life, nearing his eightieth birthday, he grew frustrated by our government's hostility toward the rest of the world and toward its own taxpaying citizens. But he was more frustrated by the fact that he could no longer participate in the great democratic experience that is America. Ravaged by Parkinson's, he couldn't walk precincts for Barbara Boxer anymore; he had gotten lost on the way to her Los Angeles

campaign office. But he didn't give up. Before the 2004 presidential election, I told him there was no way in hell George W. would win a second term, but he warned against complacency: "Tell your friends to vote," he said. "We've got to work to get him out."

The election of our nation's first African-American president gives me a new reason for hope. Obama's speeches are inspirational

and when he talks of patriotism, he also talks about improving America's image in the world. He talks of optimism and diplomacy, of an end to the bellicose and unilateral warmongering that's plagued our country for these past 8 years. Obama's words bring hope for a truly *United States* of America that honors the plurality and diversity of its people and their many voices. Let's hope he follows through, so I can take that flag out of my closet and fly it proudly for my father.



♪ "Wave that Flag,
Wave it Wide and High."



CFT Raoul Teilhet Scholarships

FOR HIGH SCHOOL STUDENTS and CONTINUING COLLEGE STUDENTS

Who is eligible to apply

Scholarships are available to graduating high school seniors and continuing college students who are children or dependents of CFT members in good standing, or children of deceased CFT members. High school seniors who received a Raoul Teilhet Scholarship are not eligible to apply for a continuing college scholarship.

How to obtain an application

To download a scholarship application, go to www.cft.org. To obtain a photocopy of the application, contact your local union, or to have an application mailed to you, phone the CFT Administrative Office.

About the scholarship program

The scholarships were established in honor of former CFT President Raoul Teilhet, the charismatic leader of the union during the 1970s when California education employees won collective bargaining.

About the scholarship awards

Scholarships of \$3000 are awarded to students entering or attending a four-year university; \$1000 scholarships are awarded to students entering or attending a two-year school. The awards are based on academic achievement, financial need, special talents and skills, participation in extra-curricular activities, and a 500-word essay on a social issue about which the applicant feels strongly.

HIGH SCHOOL APPLICATIONS MUST BE POSTMARKED BY JANUARY 10, 2009
COLLEGE APPLICATIONS MUST BE POSTMARKED BY
JULY 1, 2009

403(b) Plan Offerings Change with New Reporting Requirements

Maya Bendottoff, CCFT Director

In order to more closely monitor 403(b) plans the IRS has issued new regulations which will bring reporting and compliance with 403(b) plans in line with the reporting and compliance for 401(k) plans as of January 1, 2009.

Two components of the new regulations are that: 1) all 403b plans must be governed by a comprehensive written plan, and 2) all of the participating investment companies must sign an "information sharing agreement" with Third Party Administrator or TPA (hired by the District to oversee the plans).

While Cabrillo will remain with our current TPA, Envoy plan Services, for the coming year, some of the

plan providers (or vendors) have not agreed to sign new compliance documents and will thus no longer offer 403(b) accounts.

Information has been sent out to all individuals regarding participating in 403(b) plans. Of particular interest to many faculty members are the low- or no-fee (or load) 403(b) accounts. After further discussion with Envoy,

- * Fidelity, TIAA-CREF, and American Funds 403(b) plans WILL be available
- * Vanguard 403(b) plans are still not currently available.

In addition to the vendor changes, a \$30 administrative fee per calendar year will be charged to each employee who opts to participate in the 403 (b) program. For current participants, the fee will automati-

cally begin with the January 2009 paycheck as an after-tax payroll deduction (\$3 per month up to a \$30 annual maximum fee per year).

November 26, 2008 is the deadline for faculty to establish a new 403(b) account effective for the January 2, 2009 payroll. You may also establish an account in any given month thereafter (paperwork must be submitted by the end of the month prior to the deduction start date).

If you would like to share your input about the plan changes, or would like to be on a list serve for updates, please email Paul Harvell at paharvel@cabrillo.edu.

For info on how to sign up for a 403(b) plan, contact Sue Torres at 479-6182. To speak with Envoy directly, call 1-800-248-8858.

What is a 403(b) plan?

A 403(b) plan, named after a section of the tax code, is a tax-deferred, defined contribution retirement plan available to certain public-school employees and employees of tax-exempt organizations.

Benefits to employees include:

- reduced taxable income through pre-tax contributions.
- tax-deferred earnings on plan contributions.
- likelihood of paying less tax on assets as distributions usually occur during retirement, when an employee may be in a lower tax bracket.
- the ability to take loans from the 403(b) accounts.

If you don't have a 403(b) plan set up, you may want to look into it.

For more information, see www.403bwise.com.

Why not change to a different 403 (b) Third Party Administrator (TPA)?

Representatives from the District and both unions have discussed whether or not to change over to another TPA. Given the tight timeline, the District has decided to continue on with Envoy for the year, and to look into other options in the future. Some of the other TPAs have no fees and more plan offerings; at question is whether or not they would work as smoothly and effectively as the current TPA.

CCFT will continue to seek information from other Districts and press for the best viable TPA.

Yoga! Yoga!

For two years now, many faculty and staff have participated in lunchtime yoga classes (almost) exclusively for their convenience and benefit. These classes will continue in the Spring semester but under the Cabrillo Extension program. The cost will be more but the benefits (posture, alignment, strength, relaxation, laughs and more) will be totally worth it! Join this class offered Mondays and Wednesdays noon - 1:00 in Room 315 (old VAPA classroom). You can sign up online through Extension beginning in January or sign up with the instructor, Paula Saraga on the first day (Feb. 9).

Paula is happy to answer any questions you might have.

Call her at 465-1634 or email pasaraga@cabrillo.edu.



CABRILLO COLLEGE FEDERATION OF TEACHERS



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 Director: Maya Bendotoff

CCFT REPRESENTATION ON CABRILLO COLLEGE COMMITTEES

COMMITTEE	CCFT REP(S)	PHONE	EMAIL
Benefits Committee	Debora Bone Olivia Hand	425-0622 479-6282	dbone@cabrillo.edu olhand@cabrillo.edu
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Distance Learning	John Govsky Nancy Stucker (alt.)	466-3269 x1404	john@teacherjohn.com
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Faculty and Staff Diversity Advisory	Barbara Schultz-Perez	x6244	baschult@cabrillo.edu
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Sexual Harassment	Marcy Wald	x6225	mawald@cabrillo.edu
Staff Development Advisory	Vicki Fabbri Shirley Flores-Muñoz	x5788 477-3579	vifabbri@cabrillo.edu shflores@cabrillo.edu
Technology	Charlotte Jensen John Govsky (Alt)	x6438 466-3269	chjensen@cabrillo.edu john@teacherjohn.com

ELECTED OFFICERS

President	Paul Harvell
Vice Presidents	John Govsky Eric Hoffman
Historian	Allan Lönnerberg
Treasurer	Nancy Stucker
Membership Chair	Vicki Fabbri

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Adjunct Committee Chair	Michael McCarthy
Grievance Officer	Michael Mangin
Newsletter Editor	Jefferson Hancock
COPE Co-Chairs	Julie Hanks & Bill Stamos

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Counseling	Olivia Hand Francisco Ponce
HASS	Enrique Buelna Michelle Chao Teresa Macedo Michael Mangin Michael Pebworth Chuck Smith
Health Services/ Library	Sylvia Winder
HWPEA	Toni Alderson Jan Hiley Anne Lucero Beth McKinnon Joanne Wylie
Instructional Development	Jefferson Hancock
NAS	Sara Decelle Michael Edgehouse Michael McCarthy
VAPA	Sarah Alberston Robin Aronson JoJo McLeod
Watsonville	Julie Hanks



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www.aftplus.org

AFT has an expense reimbursement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800/238-1133, ext. 4493; send an e-mail to disclosureinfo@aft.org; or visit www.aftplus.org/disclosure.

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