

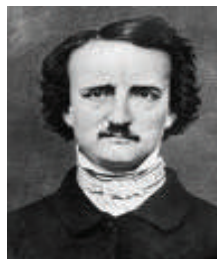
FACULTY VOICE

CCFT NEWS

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

APRIL 2009

CCFT President
Paul Harvell



President's Report: CFT Convention

Paul Harvell, CCFT President

CFT, the parent organization of CCFT, had their convention in Sacramento a few weeks ago. I heard somewhat limited updates on several unfolding situations.

The first concerned the state budget. The bottom line is that there is a "hole" in the state budget, even after all the recent tax increases. Estimate currently is, after patching the \$30 billion hole a couple of months ago, another \$ 6 billion gap has opened up. That is this year. Because previous budgets were patched together by pushing things off into the future, the budget analyst talking at the convention said the holes are going to get big-

ger and bigger in future years. A stagnant economy won't help any of this.

How bad it will be for community colleges in the near future is unknowable, and we can expect the Cabrillo board and administration to have a continued pessimistic view. Not a completely unreasonable view. However, CCFT will continue to offer its reasonable interpretations and predictions of the state of the state budget.

The next developing situation is the "merger." CFT's council devoted to the community colleges is Community College Council (CCC). The other major teachers' union, CTA, also has a council devoted to community colleges, the Community College Association (CCA).

Discussions are underway to merge CCC and CCA.

If the proposed merger succeeds, the community college councils for CFT and CTA would become a single entity.

What exactly this means for our members and for CCFT is not yet known, so I'm offering no answers here. CCFT will continue to watch this very carefully and will continue to offer our concerns and opinions to CFT and CCC.

Finally, CFT debated how they should endorse the coming propositions in the May special election. In the end, they voted to oppose all the propositions except 1B, and 1B only would come into effect if 1A passes.

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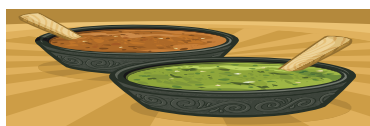
Big Fun at Solidarity Burrito Bash

Jefferson Hancock, Editor

On Friday, April 3 Michael Mangin and Eve Hinkley hosted a burrito bash solidarity party for Cabrillo's two unions, the CCFT and the CCEU, representing faculty and classified workers respectively. Mr. Mangin figures that over a hundred people showed up. All in all, everyone had a swell time.

One classified staffer described it thus:

"It was, indeed, AWE-SOME. Food and drink plentiful and very good. Wonderful vibe. A real feeling of just being folks who work at the same place, and not much of a sense of superior or inferior standing."



Eager participants chowed down on hearty Mexican fare and brought their own beverages to drink to their hearts' content. The beers and margaritas flowed freely and the dessert table was loaded with treats. Culinary highlights included some delicious Chile Verde from Teresa Macedo of the Sociology Department and Chile Colorado — "with a kick"

as Anthropology Professor Allan Lönnberg put it — graciously prepared and served up by CCFT's own Paul Harvell.

As classified staff and faculty chatted about children, budgets, sports, and unionism, a heated ping-pong match drew attention to Geology Professor Dave Schwartz and CCEU President, Steph Stainback, both of whom had their game faces on. The two smiled warmly and shook hands at match's end while a game of creative croquet occupied another part of the yard.

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President's Report

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The CFT convention was held at the same location as a Mary Kay convention. While in an elevator, I discovered I was a fall, not a spring. I should emphasize my cheekbones more. Finally, delivered with a great deal of tact, I had too long ignored the benefits of a skin rejuvenator.

That's the update from Sacramento.



Two Cents on Student Services

Jefferson Hancock, editor

As most of you are aware, the Vice President of Student Services resigned recently, leaving this position open in the midst of budget cuts and a hiring freeze at the college. Cabrillo's president deemed it necessary to begin recruitment for replacing this position, and swiftly announced his decision to do so. This decision, which many viewed as necessary, caused considerable controversy because all other vacant positions on campus had been frozen. There was also a perception that administration had not been subjected to the same magnitude of cuts as faculty

and staff have. Although there was no formal motion to support the hire, CCFT reluctantly, and with a considerable amount of heated discussion, agreed not to oppose the recruitment for a variety of reasons. Although this recruitment is going forward and CCFT respects the need to hire a new Vice President of Student Services, the process does raise a number of concerns.

First, if Cabrillo is in the midst of a hiring freeze, with faculty being laid off, with adjuncts losing teaching

units, with classified positions being frozen or eliminated, how can administration justify hiring an administrator who will cost over \$130,000 per year? And even if a new administrator is hired through an open recruiting process, who is to say that the new VP will work out? The current Vice President of Student Services has resigned after barely two years of service. Some believe that the college can appoint an interim VP chosen from the existing Deans, and then shuffle administrators around to distribute the workload from the vacant position until the budget crisis is resolved.

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CCFT Elections: Your Opportunity to Shape the Union

Maya Bendotoff, CCFT Director

In the coming weeks CCFT will hold our annual elections. Officer positions up for election include the Treasurer and the full-time Vice President (1-year replacement for a 3-year term). Faculty should seriously consider electing for Vice President a faculty member who could possibly move on to serve as President (the current 3-year term for president ends at the end of the next academic year). Any member who has served on the Council or on a CCFT committee, has been appointed by the

CCFT to a campus committee, or has been an active participant in CCFT activities is eligible to run for an office.

Faculty will also nominate and elect all of our Council Representatives. All CCFT members are eligible to serve as Council Reps. We are currently discussing whether or not to change the terms for Reps from one to two years (such a change would need to be approved by our membership). Reps are allocated based on members per

division: each division is allotted one Rep for each 20 members, or fraction thereof. Voting takes place campus-wide: members may nominate and vote for Council Reps from all campus divisions.

Please start thinking about who you would like to represent you in the coming year(s). If you have not yet had a chance to participate, we encourage you to do so. CCFT Council meetings are generally held Monday afternoons (from 2:30-4:30pm) once every 3-4 weeks.



Duties of Council Representatives

Council Representatives serve on the CCFT Council and work to:

- Transmit information to and from their respective divisions.
- Facilitate faculty access to union committees.
- Interpret union actions to members in divisions.
- Prioritize items for negotiations.
- Assist in membership drives.
- Participate in providing union education.

You Must Be a Union Member to Vote in CCFT Elections

A CCFT deduction from your paycheck does not necessarily mean that you are a union member (non-members pay what is called an "agency fee"). In order to become a member you must have, at some time, completed a membership card (available in the faculty mailroom). If you wish to vote in the upcoming elections, please submit your membership card to the CCFT mailbox as soon as possible. You may also request a membership card or confirm your membership status by calling the CCFT office at 464-2238.

Burrito Bash

Continued from page 1

Midway through the party, union presidents Harvell and Stainback shared a few words. Stainback expressed her gratitude to CCFT for its support, urged continued co-operation between the two bodies, and asked if we could make the party an annual affair. Paul Harvell thanked everyone for coming, thanked the organizers for their hard work, and thanked the hosts for their hospitality.

Photos by John Govsky



Michael McCarthy and friend grab some grub

Thanks to Michael and Eve for hosting this fête, to Paul and Teresa for their cooking, to Vicki Fabbri and Alta Northcutt for arranging the details and setting up, and to Maya Bendotoff for thinking of the kids and abstainers by bringing non-alcoholic beverages. Most of all, thanks to CCEU and CCFT members for donating to the event and for turning out in such good numbers. Let's do this again next year.



Host Michael Mangin and CCFT' director Maya Bendotoff

Janus Blume et al having a bite



Schwartz and Stainback Game on!



Mini-golf



Jill Gallo Croquet anyone?



Paul Harvell, Winnie Baer, Marcie Alancraig

Classified Information

Now This Is Solidarity!

Stephanie Stainback, CCEU President, CCEU Liaison

The CCFT council's vote to support CCEU in adjusting the District's lay-off proposal at the April 6 Board of Trustees meeting was huge, and deserves a big thank you. CCEU membership can feel good knowing that CCFT recognizes the need for adequate staffing on this campus.

CCEU believed that the administration's proposed reductions did not reflect a holistic view of the institution, and were not necessarily made with a recognition of the college's needs, but from a perspective of every component having to contribute

something to be cut. Significant salary savings can be harvested from the 29 positions currently frozen. Those savings can be used to keep "mission critical" positions on the books, rather than eliminating them entirely. CCEU further recognizes that lost positions will leave important work areas understaffed with new buildings coming online soon, i.e. M&O and I.T..

On Monday April 6 the Board of Trustees was poised to act upon a recommendation from administration to reduce or eliminate 10 classified positions. After careful consideration, the

CCEU Board of Directors decided to ask the Trustees to change the recommendation put forward to them by administration regarding four positions:

- To FREEZE, not eliminate, the Admissions and Records Technician position. This is a position that processes transcripts, work that will not go away if the position disappears. Much of the work is currently being done by temps and student assistants, who will go away as of June 30th due to budget cuts.
- To KEEP, not eliminate, the Computer Systems Maintenance Technician position in I.T. I.T. simply cannot sustain any cuts at all if we expect the college to keep working seamlessly.

- To KEEP, not eliminate, the Maintenance Worker in M&O. It is absurd to keep bringing on new facilities while reducing an already inadequate staff to care for those facilities.

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Student Services

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Second, many wonder if administration is doing enough cutting within its own ranks. Instruction has lost 495 teaching units and 2 regular faculty positions; classified staff has 29 frozen positions and several reduced assignments. All divisions have slashed their supply budgets and are begging instructors to go easy on papers, pens, and copying. The budget to hire temps and student assistants has mostly evaporated. Meanwhile, the administrative component has elected not to replace its retiring library director. Granted, this will save a good chunk of money, but is this enough? Does it match up with the sacrifices being made in other areas?

Third, some have raised concerns about the manner in which this decision was made. A week or so after the Student Services VP resigned, the college received an e-mail announcing

recruitment for the open position with rationale for doing so. Neither the unions nor the Academic Senate had much time to elicit reaction from their members or to provide input about the decision.

And yet, despite these concerns, both unions did not oppose the hire. Why? The answer was simple: the people who work in Student Services say they *need* this position. At a recent CCFT Council meeting, both of the representatives for Counseling, Francisco Ponce and Olivia Hand, stated emphatically that hiring a new Vice President was critical. Student Services needs a strong voice for their component in administration. An interim Vice President, many believe, would be less effective than a permanent administrator because of its potential for "lame duck" status. Workload is also a consideration if an interim is appointed. Isn't shifting an

administrator from somewhere else just robbing Peter to pay Paul? The work is still there, with fewer people to do it. As for salary savings, some argue the position is cost neutral because it's already accounted for in the budget. Of course, this doesn't address the potential savings from salary and recruitment. Still, since those most affected by this resignation think it's necessary to hire a replacement, moving forward with recruitment seems appropriate. If worst comes to worst, the search and selection committee has the option to reject all candidates, should it find none acceptable. In the end, despite the fact that many of us are disgusted at how this went down, we'll have to do what's right for Student Services by holding our noses and hoping for the best.

Contract Development Surveys

We're sick of surveys too, but to establish priorities for negotiations, the CCFT Contract Development subcommittee recently sent out a batch, but only received about 40 responses. With budget cuts, slipping

salary rankings, and projected health care increases of nearly 20 percent, the subcommittee needs your input. The surveys will help the council and negotiating team decide what areas to focus on. Another

batch of surveys is coming your way soon, so if you get one, please complete it. It's your union, so please let us know your priorities for the next contract.

Affected by Budget Cuts?

At last month's CCFT Council meeting, representatives were encouraged to elicit response from members in their divisions affected by this year's budget reduction. Obviously, this is a very difficult and very personal subject to breach, so the *Faculty Voice* is approaching it with discretion. Nonetheless, an article is in the works for the May issue. Members interested in contributing, please contact Jefferson Hancock: jehacoc@cabrillo.edu.

Classified Information

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- To FREEZE, not eliminate, the Program Specialist in Student Employment. This program cannot be adequately run by one person. We cannot close the program down when the one remaining employee goes on vacation, breaks, or to lunches. When the job market

picks up again a one-person program will be especially untenable. Thanks in part to CCFT support, the I.T. position was saved from elimination. The other three positions were frozen – meaning that they will be unfunded, but will remain on the books. Clearly, CCFT recognized

the critical need adequate staffing in these areas. The Board of Trustees agreed. We remain concerned about a lack of specifics regarding service reductions in areas being cut. We have a long history of reducing staff without reducing services. We are at a place now where that strategy will no longer work.

Again, thanks to CCFT for recognizing the need to promote a united front in the best interests of Cabrillo.

CCFT Contract Education

"So What Are PCs and ASDs Anyway?"

Debora Bone, CCFT Grievance Officer

Program Chairs (PCs) and Academic Specialist Directors (ASDs) serve as the backbone of the instructional programs at the college. The range of their duties includes the likes of: instructional planning; accreditation, certification, and professional licensing; coordinating staffing, evaluations, budgets, services and scheduling; and overseeing the facilities operations and community collaboration. These folks are the glue that holds Cabrillo's many instructional programs and student services together. They are dedicated faculty who know student concerns and program needs better than anyone.

The concept of Program Chairs at Cabrillo evolved at the time of the administrative restructuring of academic departments. The college consolidated nine divisions, previously headed by Division Chairs selected by and from the faculty, to five divisions headed by Deans. Along with this came the expansion of Program Chairs to run the departments. There are currently 34 Program Chair and 7 Academic Specialist Director positions listed in the Contract.



Selection Process for PCs and ASDs

The process for selection of a Program Chair allows for two options. Either the faculty of the program (both full time and part time) select the PC (a full-time faculty member), or, failing a faculty selection, the district may hire a faculty member to serve as PC (a part-time or full-time faculty member). Subject to a satisfactory performance, the term for PCs is for three years, and faculty may serve multiple terms if so selected by the program faculty. Faculty who are not specifically hired to direct a program may decline to serve as PC. (Contract reference: 11.9.3.)

The process for the selection of Academic Specialist Directors is somewhat inverse to that of PCs: The contract first gives the District the option of hiring a ASD, and then gives faculty and the appropriate administrator the option of selecting a full-time faculty member. Again, faculty members not hired into such positions may not be penalized for declining to serve.

Evaluation of Program Chairs

(Contract reference: 11.5.6.1.)

The evaluation of Program Chairs has two parts (see section 17.4.7). During the second semester of serving as PC, an evaluation of PC performance (only) is conducted, using the regular evaluation process in Section 17. Subsequently, the evaluation of PC performance is included as part of the regular evaluation of the faculty member. In both instances, all faculty members in the department or cluster are asked to return the anonymous survey (Appendix GG) providing input about the performance of Program Chair responsibilities. The evaluation of Academic Specialist Directors is similar, although additional evaluations may be requested by the appropriate administrator (17.4.8).

Program Chairs and Academic Specialist Directors contribute immensely to the success of the college. In these times of budget reductions, their work is harder than ever, as deans rely on their expertise to make decisions based on financial goals more than programmatic priorities. Sometimes it is easier to notice things that aren't going well than it is to acknowledge all the things that are quietly taken care of. As we come to the close of this academic year, we might want to think about ways to express gratitude and offer recognition for the hard work of our Program Chairs and Academic Specialist Directors.

The Employee Free Choice Act

The Employee Free Choice Act is an important legislative proposal which has been blocked in the Senate by republican filibuster. This legislation seeks to remove barriers that prevent workers from forming

unions to bargain collectively. It also guarantees a contract to workers who form a union. Finally, it strengthens penalties against companies which break the law during organizing campaigns and first contract negotiations.

All in all, this is crucial legislation designed to protect working folks who want to form a union, so please show your support by writing or calling Senator Dianne Feinstein.

Senator Dianne Feinstein
One Post Street, Suite 2450
San Francisco 94104
1-866-207-2060

CCFT Calendar . . . save the dates!

Council Meetings

May 18

*Mondays from 2:30-4:30
In Room 225, SAC East*

Executive Board

May 11

*Mondays from 2:30-4:30
in 1824, Seson House*

Part Time Committee

April 29

May 27

*Wednesdays from 12:30-2:00
at The Farm*

CABRILLO COLLEGE FEDERATION OF TEACHERS



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<http://ccftcabrillo.org>
 Director: Maya Bendotoff

COMMITTEE REPRESENTATIVES		PHONE	EMAIL
Benefits Committee	Debora Bone Olivia Hand	425-0622 479-6282	debone@cabrillo.edu olhand@cabrillo.edu
College Planning Council	Paul Harvell Barbara Schulz-Perez	477-5218 x6320	pahravell@cabrillo.edu baschult@cabrillo.edu
Distance Learning	John Govsky Nancy Stucker (alt.)	466-3269 x1404	john@teacherjohn.com nastucke@cabrillo.edu
Facilities Planning Advisory	Michelle Rivard	x6294	mirivard@cabrillo.edu
Faculty and Staff Diversity Advisory	Barbara Schultz-Perez	x6244	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
Sexual Harassment	Marcy Wald	x6225	mawald@cabrillo.edu
Staff Development Advisory	Vicki Fabbri Shirley Flores-Muñoz Sue Slater	x5788 477-3579 477-5205	vifabbri@cabrillo.edu shflores@cabrillo.edu suslater@cabrillo.edu
Technology	John Govsky Charlotte Jensen	x6438 466-3269	john@teacherjohn.com chjensen@cabrillo.edu

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REEL WORK

The Reel Work Labor Film Festival runs from April 20 through May 4 on the Central Coast of California. The Reel Work 2009 website is now posted. Take a look at www.reelwork.org. The schedule has a full list of 20 events over 15 days in Santa Cruz, Santa Clara, and Monterey counties. Striking images can be seen on the films page from almost all of the 28 films to be screened, including 4 works never before shown in public and many West Coast premieres.



ELECTED OFFICERS

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

APPOINTED CHAIRS

Chief Negotiator	Paul Harvell
Adjunct Committee Chair	Michael McCarthy
Grievance Officer	Debora Bone
Newsletter Editor	Jefferson Hancock
COPE Co-Chairs	Julie Hanks & Bill Stamos

DIVISION REPRESENTATIVES

BELA	Meredith Babbe Caterine Munch Yaming Shen Elissa Wagner
Counseling	Olivia Hand Francisco Ponce
HASS	Teresa Macedo Michael Mangin Michael Pebworth Sadie Reynolds 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 Albertson Robin Aronson Jojo McLeod
Watsonville	Julie Hanks