

# FACULTY VOICE

CCFT NEWS

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

CCFT President  
Paul Harvell



DECEMBER 2009



## President's Report: Negotiations Update

Paul Harvell, CCFT President

In late November, I sent out an all-faculty e-mail updating the budget discussions between all employee groups and the district. There have been many budget meetings, and CPC meets regularly. What is different about these meetings is that they involve employee groups with the intent to come to a consensus about what employee groups need to do in the way of concessions to address next year's \$3.5 million budget deficit.

The district's current plan calls for a little less than the equivalent of a 3% reduction in salary for all employees, including management.

CCFT's position is that with Cabrillo's net ending balance (NEB), it is premature to accept concessions as a necessary action. Last year, Cabrillo ended with a 21.5% NEB to expenses ratio. The higher the number, the larger is our ending balance. In 2003-04, that ratio was 10.2%. The state average two years ago was 13.4%. We rank 11<sup>th</sup> in the state out of 72 districts with the largest NEB. CCFT believes that more of the ending balance should be drawn down before employees make sacrifices.

The important question with regards to the budget strategy is what do you want to protect? Employee compensation

or a historically record high NEB? The district wants to protect much of the NEB. CCFT wants to protect employees and employee compensation. With the large NEB, we can buy time. If in a couple of years we've drawn down the NEB, we'll have to make concessions. That's a big and uncertain "if". No reason to make them sooner than necessary as long as we demonstrate that CCFT is interested in maintaining the long term financial sustainability and stability of the college.

Continued on page 2

in this  
*i*ssue

BUDGET RESOLUTION	3
UNEMPLOYMENT	4
RETIREMENT	4
CATEGORICAL CUTS	5
CLASSIFIED INFORMATION	5
SCHOLARSHIPS	6
FLEX WEEK	6

## Collective Responsibility: Two Out of Three is Bad

Jefferson Hancock, Editor

I just finished reading *The Road to Life*, an uplifting bit of communist propaganda by A.S. Makarenko which describes the author's experiences as director of the Gorky colony, a collective farm composed of orphans, many of whom are juvenile delinquents. Makarenko's

job is to rehabilitate them so they become model Soviets, using the tenets of Russian playwright Maxim Gorky. A former military man, Makarenko runs his collective like a boot camp, whipping his little charges into shape by pounding them with work and with a sense of collectivity. The students are broken into labor detachments and they compete against each other, especially at harvest time, when we find out which detachment brought in the biggest beet crop. Along the way they learn valuable skills like animal husbandry, carpentry,

architecture, finance, and agronomics. If you believe Makarenko, his colony succeeds because the children all see each other as brothers and sisters. If there's a shirker in the bunch, that person has let down his brothers and sisters. The punishment for malingering? House arrest, shame, banishment, or beating, not by authority figures, but by fellow Gorkytes. The reasoning behind punishment is simple. The thief, the cheat, the insubordinate, the malingerer threatens the work detachment. A failed work detachment threatens production.



A.S. Makarenko

Failed production threatens the colony. The failed colony threatens the Soviet state.

There's something to be said for this mentality. Under a collective system like that of Gorky colony, work gets done, without distraction or disruption. Makarenko's charges learn important human values. They learn that work is not a bad thing, that it leads to human fulfillment. They also learn the value of helping one another for the benefit of the whole group.

Continued on page 2

## President's Report

Continued from page 1

CCFT understands that much of the NEB is allocated – already planned for certain spending. Some of the NEB doesn't even belong to the district. Still, CCFT believes we can do more about using the NEB as a cushion to buy us time.

Bottom line: at this moment the district is thinking 3% cuts. CCFT is thinking 0%.

The budget discussion also should continue to address surplus of students (the number of students that is above our state funded CAP). Both CCFT and Senate passed resolutions opposed to further cuts in TU's. The rationale for cutting TU's is to reduce the number of students served. CCFT's rationale for opposing TU cuts is that the cost is borne completely by adjuncts and students.

Are there ways we can reduce FTES while serving students? If we can increase student success while trimming FTES, the number of students who succeed could stay the same.

What kind policies would trim FTES and promote success? One policy being looked at is late enrollment. Students who enroll late have low success rates. I expect some good

discussion in the Faculty Senate next semester. Finally, instructors should carefully weigh the costs of adding students beyond the section's limit. Students sitting on floors, your attention divided among more papers to grade does not serve student success. A large fraction of the surplus of FTES is from instructors over-enrolling their classes.

Have a good winter break, whether you'll be back at the college in January or February.

## Collective Responsibility

Continued from page 1



The children are satisfied and happy when they see the value of their work in a successful harvest or a rebuilt dormitory.

Their lives, then, have meaning and purpose. They work. They go to school. They learn. They pass their exams and are rewarded with a trip to "rabfak," the Workers' Faculty in the Soviet Union, which was designed to prepare Soviet workers to enter institutions of higher education. The older children who go to *rabfak* are idolized by the younger ones, not for their individual achievements, but because they have honored the colony.

In the United States we have individualism. Here, the average person is free to make money in whatever occupation he or she chooses, to move about without government interference and to speak for or against his government, ideally without fear of retribution. Those are good things.

But if left unchecked, individualism leads to stock market collapse, foreclosure, and corporate corruption. One can't help being bombarded with distractions during this holiday season as drippy ads urge us to buy jewelry and video games and useless and environmentally damaging nasty little plastic toys. All of this stems from the greed associated with unregulated capitalism. To be good Americans, we must work to make money, and we must help others make money. If we don't have a good retail season this year, the economy will fall further into the tank, so we must buy things we can't afford and don't need. This misguided consumer mentality devalues collectivism at a time when America, especially California, needs to pull together.

Presently, our state law-making bodies are divided along typical lines. There are those who, in the spirit of our national constitution, want to "promote the general welfare" and raise taxes to pay for public ser-

vices we all use. Then there are those who value individualism, who don't see why their taxes should go to services they may or may not use. They say, "I should be able to use my money the way I want, not the way the government wants." These folks have a point. Unfortunately, their viewpoint has become so entrenched that it threatens our state's fiscal stability. A small minority of Republicans in our state legislature and senate have signed a "no tax" pledge. Since our state budget requires 2/3 approval, this group has, in effect held our government and our budget hostage. With a 20 billion dollar shortfall, how can we expect to bridge this gap? Their answer? Cuts.

This is a time when we must summon the more collective aspects of the American consciousness. And fortunately, Americans are no stranger to this consciousness. In 1913, we amended our constitution to establish income tax. In the 18th and 19th century, Thomas Jefferson advocated public

schooling. These are both concepts espoused by Marx in the communist manifesto. My sister recently sent me a facetious petition which declared the intention to opt out of paying taxes for any "socialist" services provided by the government. The list included police and fire service, Medicare, public schools, and so forth. The simple fact of the matter is that we are, in many ways, a socialist society. That means we have to pay taxes for the services we use. Members of our society need medical care. We need safe roads on which to travel. We need cops, firefighters, teachers. There is no money, no profit to be gained from these public services. But these are services we must pay for nonetheless. The teacher and the firefighter should be rewarded for their contribution to the community. And if that means we must raise taxes, then by golly let's raise them – socialist or not.

Contact your state legislators and for heaven's sake let's end this pig headed reliance on individualism. Now is not the time for it.



## *Therefore, Be It Resolved That....*

On December 7, the CCFT Council adopted the following resolution to be forwarded to the Cabrillo College Board of Trustees for its endorsement. The document was also approved by the Cabrillo College Classified Employees Union.

### **Resolution on State Budget Crisis and Local Education Impact**

**Whereas** a majority of the funding for classes in the Cabrillo Community College District originates with the state of California, and

**Whereas** over eighteen billion dollars has been slashed from the statewide public education budget (including K-12 through university) in the past two budget years, and

**Whereas** the impact in Cabrillo Community College District has been an 8% reduction in state funding, and

**Whereas** the Cabrillo Community College District has been forced to implement severe budget cuts due to the state budget deficit, and

**Whereas** the impact includes reduced course offerings for our students, increased class sizes, and reduced student services, resulting in a loss of access for our students to the education they need and deserve, and

**Whereas** many employees of the District have already lost their jobs and many more may lose their jobs, with adverse impact on their lives, and on the local economy, and

**Whereas** this is not inevitable, but a matter of political choices made by our governor and legislature to preserve tax loopholes for corporations and the richest residents of the state while balancing the state budget on the backs of our school staff and students, and

**Whereas** the state of California is the only state in the nation that requires a two thirds legislative supermajority to pass both a budget and new taxes, and

**Whereas** each year a small minority of legislators, opposed to tax increases on ideological grounds, can block the will of the majority and prevent a balanced approach to solving the budget crisis, and they have done so again this year, inflicting great harm on our ability to carry out our educational mission,

**Therefore be it resolved that** the Board of the Cabrillo Community College District will work with all interested parties in the community to advocate for a balanced approach, including progressive tax policies, to resolve state budgetary problems that affect the delivery of quality education in our District, and

**Be it further resolved that** the Board will work with all interested parties to publicly advocate for a simple legislative majority to replace the two thirds supermajority in the California Legislature for purposes of passing taxes and passing a state budget.

## Access to Unemployment Benefits for Part-Time Faculty

Maya Bendotoff, 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.

Applications can be filed online at [www.edd.ca.gov/](http://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>.

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



## Milestones in Retirement Planning

David Balogh

### Early Years:

Start a 403(b) or 457(b) account just as soon as you can afford it. These are pre-tax dollars & well worth the investment in your future. Best of all it will impact your net pay less than you think. Contact Sue Torres for further information. Go at least every other year to the STRS Retirement Forum provided on campus to keep up with your benefits. This forum is usually held in the spring of each academic year.

### At age 55:

As soon as possible after your birthday, choose your STRS retirement option. Talk to your family & make

up your mind in advance. This will be worth money when you retire. There are several plans. You will need more information, so get it from a STRS counselor in your 54<sup>th</sup> year. Every year beyond age 55 will cost you money when you retire if you do not choose an option at age 55. Doing so guarantees your beneficiaries will receive benefits if you die before you retire. Otherwise all they get is what you put in over the years. You can change your mind on your plan later but the change will cost you.

If you are single or do not wish to name a dependent, then two years before you plan to retire, choose the Cabrillo offered medical

plan you want to live with until you are 70 years old. You must be on the plan of your choice when you retire. To qualify for District paid medical only for you and your spouse (if you spouse was listed on your medical plan prior to retirement), you must be at least 55 years of age and have served 10 or more years at the District prior to retiring. For those employees hired effective 2008-09, the District will provide a stipend equal to the rates for single or 2-person enrolled in the least cost HMO medical plan. Seek counseling with STRS at least one year before you plan to retire. Get all pertinent info on the best date to retire from your counselor. If you cannot plan that far ahead, make no decisions until you see a counselor

and understand your options.

Write the retirement letter to the college HR department stating your planned date of retirement, usually the day after the end of the spring semester. Why that date? You will then be paid in July and August.

### Two months before retirement:

Get your last STRS counseling visit. You will be given the appropriate forms. Ask your STRS advisor to help you here.

### Exit Interview:

You will get a note from HR and be given very important information shortly before you retire. You have several very useful things that the college offers you if you wish to use them. They include email address, parking sticker, library privileges, and admission to college events.





## Faculty Cuts in Categorical Programs

As many of you know, categorical programs at Cabrillo have been heavily impacted by the state budget crisis, suffering cuts of more than 45 percent this year and next. Because of these cuts, some of your colleagues may have lost their units and/or face further reductions next year. Keep in mind that these cuts are for categorical programs only. Base budget reductions have yet to be discussed. Here's a summary of the potential damage:

### Stroke Center

- ◆ 4 faculty reduced from 75 to 50% contracts.
- ◆ Director reduced from 50 to 25%. Difference picked up in 25% Allied Health contract.

### Adjunct Counseling

- ◆ Elimination of summer adjunct counseling: 61 TUs.

### EOPS / CARE

- ◆ Reduction of 1 FTE.

### DSPS

- ◆ Cut .6 FTE in adjunct TU.
- ◆ Director reduced from 100% to 50% DSPS assignment, shifting 50% to counseling.

### Learning Skills Program

- ◆ Reduced adjunct testing units.

### Assistive Technology

- ◆ Faculty member reduced to 60% DSPS assignment. Remaining 40% taken in CABT, resulting in loss of .4 FTE for adjuncts.

## Classified Information

### Staff Reductions in Classified Ranks

Stephanie Stainback,  
CCEU Liaison



Fourteen people will be affected by the proposed cuts to categorical programs, with five layoffs and nine contract reductions. Any reduction of an employee's contract is considered a lay-off, and gives that person the right to bump into another job in that same classification (or any other class in which an individual has seniority), so the college could be feeling the effects of this for quite a while as bumping plays out. Meanwhile, services are being reconfigured so that we can consolidate similar services to shared student populations. We fully expect some services to also be reduced, and are deeply concerned about how this will impact the students who need our support the most in order to get into Cabrillo, and then in order to have a successful learning experience.

This is only the beginning. A second round of cuts will come when base budget cuts are identified.



## Retirement

Continued from page 4



### Dental Insurance:

You have the option to keep your dental insurance at your own expense. You must pay the college to continue coverage. Currently it costs \$62.93 per month for single coverage and \$113.98 per month for two person coverage. Rates are subject to change during annual renewals. This information will be given to you at the exit interview.

### After You Retire:

You will get an award letter from STRS when you retire. It tells you how much you will be getting in benefits. Check it against the paperwork you obtained from your STRS counselor.

### Sick Leave Credit:

You get service credit for unused sick leave accrued up to the date of your retirement. This can be worth as much as 5% more to your benefit, but you must fill out STRS sick leave paperwork right after your retirement date, have Payroll complete their part, and mail the form to STRS. It may take months to get the credit, but STRS has to pay you interest if it takes more than 45 days to pay you from the day they receive your paperwork.

### Social Security:

If you are already receiving money from Social Security, you need to give a copy of your award letter to them and they will reduce your benefits accordingly. You need to find out when your full retirement age is, based on the year you were born. Contact Social Security & have them send you your eligibility information. It is not a good idea to retire from Social Security until your full retirement age because your STRS retirement funds may be high enough to exclude you from any benefits until you reach full retirement age.

### Medicare A and B:

One month prior to age 65 you must also enroll in Medicare Parts A & B. Medicare A should be free, but Medicare B will cost you a bit over \$100 a month. Currently retirees over 65 are required to have A and B coverage when they reach 65. The college insurance works with Medicare & pays the required amount over the Medicare benefits, if any. Contact Social Security to an appointment with a representative in person or via the internet.

## NAMES AND NUMBERS

### Sue Torres, Benefits Analyst:

479-6182  
sutorres@cabrillo.edu

### STRS Counseling

800-228-5453  
www.calstrs.com



### Social Security

www.ssa.gov  
Watsonville: 722-7141  
Santa Cruz: 436-8111



Phone: 831-464-2238  
Fax: 831-464-2283  
E-mail: [ccft@ccftcabrillo.org](mailto:ccft@ccftcabrillo.org)  
<http://ccftcabrillo.org>

## Union-Sponsored Scholarships 2010

### FOR DEPENDENTS and MEMBERS

#### Raoul Teilhet Scholarship Program

The California Federation of Teachers offers \$3000 and \$1000 scholarships to high school seniors and continuing college students who are dependents of CFT members. Application deadline: January 10 and July 1, respectively. *To learn more, phone (714) 754-6638, or go to [www.cft.org](http://www.cft.org) and click on Scholarships.*

#### Robert G. Porter Scholarship Program

The AFT awards four \$8000 scholarships to high school seniors who are dependents of AFT members, as well as 20 continuing education grants of \$1000 to AFT members. Application deadline: March 31. *To learn more, email [porterscholars@aft.org](mailto:porterscholars@aft.org), phone (800) 238-1133 extension 4457, or go to [www.aft.org/aftplus/scholarships](http://www.aft.org/aftplus/scholarships).*

#### Union Plus Scholarship Program

The AFL-CIO offers scholarships ranging from \$500 to \$4000 to union members, their spouses, and their dependents who are enrolled at an accredited institution of higher education. Scholarships are also available to graduate students. Application deadline: January 31. *Go to [www.unionplus.org/scholarships](http://www.unionplus.org/scholarships).*

#### Union Leaders of the Future Scholarship Program

To help women and people of color become union leaders, the AFL-CIO offers \$3000 scholarships to qualifying union members. *Go to [www.unionplus.org/scholarships](http://www.unionplus.org/scholarships).*

#### Little known! National Labor College Scholarship Program

For individuals wanting to attend the National Labor College in Maryland or New Mexico, the AFL-CIO awards a total of \$25,000 to eligible members or staff employees of affiliated unions. *Learn more at [www.unionplus.org/scholarships](http://www.unionplus.org/scholarships).*

California Federation  
of Teachers



AFT, AFL-CIO A Union of Professionals

Buying  
a home can  
be scary...  
We can help!



The Community Advantage

MORTGAGE | 800/981-3798

- Special programs for first-time buyers.
- Easy over-the-phone application process.
- Unemployment, disability and strike assistance benefits.

buy where it counts!  
[www.aftplus.org](http://www.aftplus.org)



A Union of Professionals

AFT +  
Member Benefits

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](mailto:disclosureinfo@aft.org); or visit [www.aftplus.org/disclosure](http://www.aftplus.org/disclosure).

## Spring 2010 Flex Week Events Save the Dates!

### Part-Timers' Solidarity Breakfast

Tuesday, February 2  
8-10 am in the  
Horticulture Center, room 5005

### Program Chair Meeting

Wednesday, February 3  
3-4:30 pm in room 5197

### CCFT Luncheon

Wednesday, February 3  
12-1 pm in the  
Horticulture Center, room 5005

### CCFT General Council

Wednesday, February 4  
1-3 pm in the  
Horticulture Center, room 5005