

FACULTY VOICE

CCFT NEWS

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

MARCH 2010

President's Report: Consistency and Predictability in Assignments

Paul Harvell, CCFT President

One of the issues CCFT will be negotiating is assignment rights of adjuncts. This is usually described as "reemployment preference." A related issue under discussion has been the assignment of adjunct and overload units.

In the discussions CCFT has led on this issue, we've heard passionate and very diverse opinions about the process of assignment. The diversity of views can create environment that divides faculty – a result which is an anathema upon the fundamental principles of a union – to work together for the

betterment of all. A way to avoid the division is to not raise the issue at all. To me, avoiding the issue would be cowardice born of having no faith in the ability of this faculty to talk and to listen to each other.

So the union moves forward with discussion.

While the discussion continues, it's time to start searching for the common threads that will serve all faculty, and I think I've been hearing it. Both full- and part-time faculty face the same uncertain conditions at the college. Discussion of adjunct assignment would not be nearly as conten-

CCFT President Paul Harvell



tious if it were happening during a time of expansion with the allocation of additional TU's. What assignments will I have in the future? Will I be able to pay my bills? These are questions that are forefront in the minds of both full and part time.

This is why I think the fundamental problem we should address is to lessen the inconsistency and unpredictability in the assignment of overloads and adjuncts. CCFT cannot

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Call for Unity and Action

In response to budget cuts that have enormously impacted education and social services in our state, teachers, students, and supporters of education will participate in a series of events in the coming weeks designed to promote a positive vision for our future that supports public education.

The purpose of these events is to draw public attention to three urgent goals:

- * To restore the promise of public education.
- * To rebuild a government and economy that works for all Californians.
- * To enact fair taxes to fund California's future.

Events will kick off with a day of action on March 4 for all sectors of education, which will be followed by a march from Bakersfield to Sacramento (March 5-April 17), as well as March on the state capitol on March 22.

CCFT has gone on record on supporting the March 4 events, and our Committee on Political Education will make a contribution and help coordinate faculty volunteers for three student buses. We encourage faculty participation in the events and share information with your students.

March 4: DAY OF ACTION FOR EDUCATION Actions to be held throughout all educational systems in California

Cabrillo: Rally in the quad at noon; head to the SC clock tower at 3pm. More info: cabrillosolidarity.wordpress.com

Watsonville: Rally and music in the main plaza starting at 4:00pm; educational symposium will be in the Watsonville Cabrillo College Forum room from 4:30-5:30. The symposium will feature John Silver, Filmmaker and Video Director for the New Teacher Project.

March 5-April 17: MARCH FOR CALIFORNIA'S FUTURE March from Bakersfield to Sacramento

More info: www.cft.org (call 464-2238 if you would like to attend)

March 22: MARCH IN MARCH Rally in support of community colleges

Community college supporters will rally in Sacramento. 3 buses will leave from Cabrillo at 6:30 AM and return around 6pm. Faculty: to volunteer to help, call 464-2238. Students can sign up at the student affairs office.

President's Report

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provide more assignments, but the union contract can create a clear assignment process so that faculty expectations are matched by what really happens. Assignments won't disappear without faculty knowing why, or knowing the likelihood that it could happen.

I've heard long time adjuncts, people who've been making contributions to the college and community for decades, say they're afraid they could lose their assignment at the whim of one

person. No, that fear is seldom realized, but the fear is still there. I have heard other adjuncts explain that with their current program chairs, they know they'll get assignments as long as the units are available, but what would happen if the program chair changed? We should all agree that a faculty member's assignment should not be based upon who is currently serving as program chair or dean. I've also heard from full time faculty who came to Santa

Cruz because of the offer of a full time job and now their mortgage is upside down and the few overload units they've had to make ends meet are threatened by additional TU cuts. We're all affected.

Predictability in assignment. Consistency in assignment both over time and across the college. A clear process that people understand which provides them the ability to form realistic expectations. Fairness in opportunities to both full time and

part time. These are the things we can work towards that can benefit us all.



Negotiations Underway for the 2010-2013 Contract Agreement

CCFT and the District have commenced negotiations on the 2010-2013 Contract Agreement. Initial proposals for each team include the following:

CCFT:

Article 8, Safety Conditions and Work Environment

Proper email forwarding for non-Cabrillo accounts

Article 10, Leaves

Allow use of leave for preparation of layoffs

Article 11, Workload

- 185-day contracts for Counselors
- List current reassigned time for all unit members

Article 12, Grievance

Extend timelines to allow for informal grievance resolution; modify grievance form

Article 13, Salary

Extend direct deposit to all faculty members

Article 14, Health and Welfare Insurance Coverage

- Expand eligibility for adjunct health benefits (especially in relation to budget cuts)
- State Disability Insurance for adjuncts (cost neutral to District)

Article 15, Layoffs

Explore any needed changes in FSAs

Article 16, Adjunct Faculty

Reemployment preference (and evaluation, Article 17, if necessary)

Article 17, Evaluation

Incorporate input from Distance Education Committee

Article 18, Retirement

Explore early retirement incentives

Other

- Clean up language in various articles
- Add process for dealing with voluntary and involuntary transfers
- Add language on the academic calendar (currently listed only in Article 25, Reopening of Negotiations)

District:

Article 9, Professional Growth and Development

- Sabbatical Leave Program
- Professional Growth and Development Funds

Article 11, Workload

Workload provisions

Article 13, Salary

- Salary Schedules
- Step Advancement and Career Increments

Article 14, Health and Welfare Benefits

District/employee contribution to stipends

Article 18, Retirement

Retiree Medical Benefits

Article 21, Duration of Agreement

CCFT will continue to solicit input from all of our bargaining unit members on items under negotiation.

Periodic updates will be sent to our membership and posted on our website at ccftcabrillo.org.

CCFT Negotiations team: Paul Harvell (Chief Negotiator), Maya Bendotoff, John Govsky, Eric Hoffman, Teresa Macedo

State Disability Insurance a Possible New Option for Part-Time Faculty

Maya Bendotoff

A new state law effective January 1, 2010 allows community college districts to elect State Disability Insurance (SDI) for part-time faculty members. Previous law required that SDI be elected for all bargaining unit members, both full- and part-time.

This is great news for part-time faculty members, who currently have no disability insurance provided through their employment at Cabrillo.

In order to establish SDI, the union must negotiate with the District, and then part-timers must formally elect, to have SDI. The disability insurance would apply to all part-timers or none, as a group. Thus, prior to negotiating the option with the District and holding an election, CCFT is seeking input from all part-time faculty members on whether or not you want the union to pursue SDI at this time.

SDI Provisions

SDI provides partial wage replacement—up to 55% of wages for up to a year—in the event that a person experiences a non-occupation injury or illness. Persons covered by SDI are also automatically covered by Paid Family Leave (PFL) insurance, which allows persons to take time off to care for a seriously ill child, spouse, parent, or domestic partner or to bond with a new child.

SDI is administered by the California Employment Development Department (EDD).

Employee Deduction

SDI would be paid for by employee payroll deductions, currently 1.1% of gross pay.

The Decision

In the coming weeks, CCFT will post an online survey to have part-time faculty members vote on whether or not you want to the union to negotiate SDI. If you don't use a Cabrillo email account, we recommend that you email ccft@ccftcabrillo.org with your home email address so we can be sure to send you a link to the survey.

Part-time faculty members need to consider balancing the benefits of SDI against the cost of the plans, especially given the lack of salary increases under the current budget situation.

For more information about SDI, see the EDD website at: <http://www.edd.ca.gov>.

If you want the union to host a workshop on SDI with reps from the EDD, please call 464-2238 or email ccft@ccftcabrillo.org.



Do Full-Time Faculty Members Have Disability Coverage?

All full-time faculty members (as well as most other non-teaching employees) are provided District-paid disability insurance through Hartford.

For more information, see <http://www.cabrillo.edu/services/hr/benefits/index.html>

Former CCFT Leaders Honored at CCFT Luncheon



CCFT Co-founder and former president Nancy Andreason

This year's luncheon featured an Italian feast from Zoccolli's and recognition of various CCFT leaders.

Julie Olsen-Edwards kicked off the event with moving speech about Sharon Peters and Mort Marcus, two very different past CCFT leaders who both worked diligently on behalf of faculty. Field rep Pat Lerman also reflected on the leadership of these two individuals and noted the accomplishments of Nancy Andreason and T.Mike Walker.

Nancy Andreason and Walker received plaques to honor their leadership and

service to the federation. Andreason spoke about the formation of the union back in 1984 when she served as co-chair with Dougal Scott. She also later served as CCFT President at the end of the 1980s. Walker recounted his experiences as president in the early 1990s and reminded attendees that "A Union is only as good as long as its members are informed and active." Both presidents drew parallels between present day and past, emphasizing the importance of working for the greater good, and seeing beyond one's personal interest.



CCFT founder and long-time activist Julie Olsen-Edwards

Why Does CCFT Seem to Be So Focused on Part-Time Issues Right Now?

Eric Hoffman, CCFT Grievance Officer

CCFT has spent a lot of time lately talking about issues of importance to part-time (adjunct) faculty. Several full-time members have asked, "Why aren't you spending more time on our issues, as well?" The answer is that, given the current budget situation and the ongoing reductions in class offerings, it's part-timers who are feeling the brunt of cuts, and it's part-time working conditions that we can improve in current negotiations.

A bit of history: the two tiered faculty hiring system we have at Cabrillo is not something we invented. It's built into the California Education Code, and it is used at all community colleges in the state. The original vision behind these regulations was that the core of instructors in the community colleges would be full-time (also referred to as contract, regular, or tenure track faculty), supplemented by adjuncts who would work elsewhere

for their main employment and teach a class or two in their particular specialty. That may have described the situation some time in the past, but it doesn't fit what is happening now. Adjuncts are less expensive, so colleges throughout the state have gradually expanded their reliance on them. Many adjuncts depend on their college assignments to pay their basic living expenses, and some teach at multiple colleges to make ends meet. Close to two thirds of the instructors at Cabrillo are now adjuncts, and they teach about half of all classes.

The Ed. Code treats regular and adjunct faculty very differently. It grants numerous rights and benefits to full-timers, such as limiting the conditions under which they can be fired or laid off, providing a retirement pension program for them, and most importantly, giving them the op-

portunity to earn tenure. That is why class reductions have hit adjuncts so hard—tenure rights give full timers seniority over any adjuncts in their programs, no matter how long they have worked here, so all adjuncts within a program must be laid off before a full-time position is cut.

Most of the issues we have heard about from full-timers require additional funding to solve, especially the degrading of our pay scales and health benefits. There is simply no money available right now to make progress on these problems, so we will have to wait to tackle them during sunnier financial conditions. What we can do is try to improve the rights of adjuncts, especially those that have been long time employees of the College. We don't need to do that for full-timers, because they enjoy the protection of the Ed. Code. Adjuncts, on the

other hand, are considered "at will" employees, and only gain rights by having them added to our CCFT contract.

The current assignment system for adjunct units is weak, confusing, and applied inconsistently across the college. We believe that adjuncts who are committed to teaching at Cabrillo and have shown they can do it to the high standards we hold here deserve to have some predictability in their employment, especially in times of layoffs. Adjuncts will never have assignment preference over a full-timer's contract, or any of the job guarantees included in the tenure system, but we can try to create an assignment process for them that is clear, consistent, and fair. Now is the time to do it, and that's why we are spending so much time working on it.

Opinion

Throw Me A Bone

*Jefferson Hancock,
Newsletter Editor*

Do you think it's right that one person should be allowed to work over and above his or her full-time contract at the expense of a part-timer who stands to lose a significant amount of income, health benefits, or perhaps an entire assignment? Most people say no — publicly at least. And yet, that's what's happening. Adjunct faculty are losing teaching assignments to full-timers that take overload.

There are a myriad of reasons for granting overload, and while people like me tend to think in simple terms, perhaps the situation isn't as simple as I'd like to think it is. Faculty are granted overload as re-assigned time for special projects, for college service beyond the norm, and because they may be the only ones available to teach a particular course. Department chairs like flexibility in their scheduling of classes and they know who is the best fit for the classes they assign.

But the bottom line is this. It's *wrong* for one person to work overtime at the expense of another's job assignment.

For adjunct faculty, it stings.

Some say raising the overload issue divides our union into competing factions. They say we must remain solid, united. And this is certainly true. But how can we stay united when such an obvious inequity exists. In the present budget crisis one group, part-timers, has thus far borne the majority of the

cuts at this institution-- and they'll continue to bear them as 200 more units disappear from future class schedules. Is it too much to ask those of us with full time jobs to save the part-timers a morsel at the table?

Somebody
throw me a
frickin' bone
here."



FREQUENTLY ASKED QUESTIONS

Reemployment Preference and Proposal Regarding the Scheduling of Extra Pay Assignments

Maya Bendotoff

Why does the union want to improve our contract language on reemployment preference?

We believe that the intent of reemployment preference (see #2 in text box) has not been followed in a solid and uniform way across campus; therefore it does not provide the stability and transparency of process that a majority of adjunct faculty members have requested repeatedly in meetings and contract development surveys. All faculty members, including adjuncts, want to have a sense of the “order of layoffs” and allocation of assignments. (Note that in the case of adjunct faculty, who serve as “at will employees” there are no technical “layoffs.”)

Is there a clear process for layoffs of full-time faculty?

Yes. Full-time faculty members have a clear sense of who will be laid off in accordance with seniority and FSAs. In addition, all adjuncts in a given discipline must be let go prior to layoffs of full timers, including those with more seniority.

Would stronger reemployment preference mean that PCs and Deans have no flexibility in scheduling?

No. First off, reemployment preference is gained after working in the District for a defined period (currently 8 semesters). All the faculty members without reemployment preference would thus provide considerable flexibility to the District. In addition, there would continue to be various criteria for giving assignments. A faculty member who specialized in ceramics, for example, would not be given a jewelry course unless he/she were qualified in that area. In addition, adjunct assignments could still be cancelled or withdrawn for various reasons.

Would reemployment preference protect less than satisfactory teachers?

No. Reemployment preference can and would be terminated for poor faculty members.

Would seniority be the only basis for consideration of assignments?

No. Various criteria would be used, which would likely include some of the following: availability, evaluations, length of service, reemployment preference, educational preparation or study, relevancy of related experience, etc.

Does the union have a specific proposal for improving reemployment preference?

No. We are trying to improve what we have in order to address concerns with the current process. Since we use a process of interest based bargaining in our negotiations with the District, we will try to develop language that can address various concerns. Please contact a CCFT rep to share your input.

Must the discussion of reemployment preference intersect with the current proposal on extra pay assignments (scheduling of adjunct/overload assignments)?

No, not necessarily. The main gist of stronger reemployment preference is to provide more protection for adjunct faculty members to obtain their “historic load.” When the college is growing, this should not be a problem, and hopefully all faculty members can receive all the desired units. In times of contraction, how the units are scheduled has a deeper and more divisive effect.

Consider the following: Should adjunct faculty members, who are only allowed to work 67% in the first place, bear the brunt of budget cuts? Should those who work more than 100% be more impacted than adjuncts? Or should the pain be equally spread among those teaching overload and adjunct units? This issue could be determined with ongoing contract language about general guidelines for the scheduling of assignments or in a time-limited agreement about additional cuts in teaching units under the current and prolonged budget crisis. If the union determines to address this question in an ongoing contractual way, it could be incorporated into the discussion of reemployment preference. Alternately, we could still take up discussion of stronger protections for “historic load” without addressing this issue or addressing it separately.

What is reemployment preference?

(summary only; refer to the contract for details)

Reemployment preference is the term used in our contract agreement to explain rehire rights for adjunct faculty members.

Reemployment preference is gained after a faculty member works for eight semesters in an academic discipline.

Once an adjunct faculty member has obtained reemployment preference in a discipline,

- 1) the unit member is to be offered an assignment therein before an adjunct unit member without reemployment preference, provided she/he is qualified for the assignment as noted in 16.4;
- 2) if, during any semester, there are more adjunct unit members with reemployment preference than there are available assignments in an academic discipline, the available assignments shall be offered to those adjunct faculty who are most senior according to the Length of Service List, in accordance with the following criteria (from 16.4):
 - (a) Availability
 - (b) Evaluations
 - (c) Length of service as defined below in 16.8.1
 - (d) Reemployment preference as defined in 16.8.2
 - (e) Continuing comparable assignment
 - (f) Educational preparation or study, relevancy or recency of related work and teaching experience, in specific course or assignment.
 - (g) Maintenance of continuity and quality of educational programs



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Major Cuts to Categorical Programs Will Result in Layoff Notices for Tenured Faculty Members

EOPS/CARE, Matriculation, and DSPS, which includes the Stroke Center, Learning Skills, and Assistive Technology, have all faced devastating reductions in the state budget. Cuts have already been made to all of these programs for the current year, including significant loss of adjunct faculty members. Faculty reductions will continue into next year, and will likely result in layoffs of some tenured faculty members in these and related programs given FSAs and bumping rights.

CCFT will represent all affected unit members. The District must send affected faculty members notice of intent to layoff by March 15; the formal decision to layoff faculty for 2010-2011 must be made, and the faculty member notified, by May 15.

For representation in this matter, please contact Maya at the CCFT office (464-2238) as soon as possible. CCFT will work with unit members to request hearings as needed, and to negotiate the impact of layoffs.



Welcome!

Luke Anthony Edgehouse
Born: December 2, 2009
Weighing in at: 7lbs., 7oz.
In stature: 20 inches

Hey guess what? We're having another burrito bash! Last year's event was such an overwhelming success that CCFT and CCEU are pairing up yet again for The Solidarity Burrito Bash. If you had fun last time, come again. If you didn't come last time, this is your chance to make up for having missed a great time. Bring your ping pong paddle. Why? Why not? Fun and Solidarity Forever.



SHOPPING

You deserve discounts!
(and a cute pair of shoes)



MEMBERSHIP CARD: Your AFT membership card provides access to your member benefits online, including shopping discounts.

AFT ADVANTAGE: The AFT Advantage program is a valuable benefit that gives you and your family entry to a FREE online shopping program for AFT members. Save anywhere from 10 percent to 70 percent on electronics, apparel, home furnishings, tickets and much more.

For more information about these and other savings, go to:
aft.org/members
The Community Advantage



A Union of Professionals

AFT +
Member Benefits

AFT + is your advocate. For information on all **AFT +** programs, call 800/238-1133, ext. 8643, or e-mail aftplus@aft.org. The 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.aft.org/benefits/disclosure**.

CCFT Calendar Save the Dates!

CCFT Council

March 15
April 19
May 17

Council meetings are held from 2:30-4:30pm in room 1804 of the Sesnon House

Part-Time Committee

March 17
April 21
May 19

Meetings are Wednesdays from 9:30-11:00 am at the Farm

CCFT/CCEU Solidarity Bash

Friday, April 16 from 4-7 pm
2857 Estates Dr., Aptos