

FACULTY VOICE

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

APRIL 2010

President's Report: Negotiating for the Future

Paul Harvell, CCFT President



CCFT President
Paul Harvell

We have negotiated a new three-year contract, and I hope it will be ratified very soon. What is missing from that agreement is what will happen to salaries in the coming three years. That absence is a result of the uncertainty of funding from the state.

The task before the union now is to prepare for the time when state funding begins to increase and we begin to bargain for the needed pay increases.

I believe CCFT has already succeeded in making the

argument to administration and the Governing Board that our salaries are sub-par. More specifically, we're in the bottom quartile (or possibly quintile). The union will continue to make that argument.

We must continue to press this argument. Though there is a pent-up need for a raise, administration will remind us that other needs have also been growing. Maintenance and equipment money was suspended by the state, yet college maintenance and equipment needs continue. The Board is also concerned

with the multi-million dollar future liability of retiree benefits. CCFT isn't as concerned with that liability but we do understand the Board's interest. Meanwhile, we haven't hired a new tenure-track faculty member in years, and the Senate is looking at that issue closely. If there are many retirements this year, it's questionable whether every department can continue without a hiring process.

Budgets are a set of priorities. Faculty need to ask themselves, when the time comes that there is money, what are we willing to do to make pay raises a top priority? And CCFT has to ask itself, what plans are we making now to be prepared for that future date?

March in March: Students Rally in Sacramento

Patty Tomnitz, DSPS Counselor

In the dawn light of March 22, 2010, a sleepy-eyed group of Cabrillo students straggled onto campus for the long bus ride to Sacramento to participate in a statewide protest against cuts to education in California. Dedicated students missed their classes to have their voices heard in Sacramento. Prominent within the three buses departing from Cabrillo was a team of students with disabilities and economic disadvantages. In an effort to alter the course of proposed cuts to categorical programs in particular, the team was slated to speak with State Senator Joseph Simitian of the 11th District; the students

wanted to share their stories about the effects of these cuts on their educational lives.

Arriving at Raley field with downcast spirits from the looming reality of dismal budget prospects, participants witnessed wave upon wave of colorfully garbed and body-painted students get off their buses. As busload after busload of students disembarked, picked up banners, and chanted "no more budget cuts!" exhilaration rose while the crowd filled the streets and swarmed the capital.

Later, in Senator Simitian's office, Luis, a blind student, informed the senator's educational consultant, Carey,



Students march from Raley Field to the Capitol (left)

that the 45.5% cut to the DSPS program would jeopardize his ability to achieve his dream of transferring to CSUMB. With the cuts the use of adaptive computer technology and assistance, an essential tool for his access to course materials and to his success with coursework, would be much more difficult to obtain. The test proctoring center and special assistance for testing with adaptive technology had

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Marchers cross Sacramento Tower Bridge (above)

EOPS: Good Times, Bad Times

David Tervino, EOPS/Care Director

This year EOPS/CARE celebrated its 40th anniversary. In 1969, Cabrillo College became one of the first community college campuses to establish this program. Dr. Swenson had the vision and leadership to ensure that educational opportunity be afforded to the neediest students; Cabrillo has the distinct honor of being one of the first California Community Colleges with an EOPS program.

EOPS/CARE has been innovative and in the forefront of many other programs and services that now exist on most community college

campuses throughout the state. Programs and services developed and initiated by EOPS/CARE are: orientation, outreach, tutorial support, summer bridge program, and other supportive functions. This can be seen as the best of times looking back as we celebrate the thousands of students that have benefited from the support of EOPS/CARE.

Now forty years later, EOPS/CARE is faced with the possibility of extinction. The program has been cut 40% with the possibility of an additional \$100,000

reduction in the EOPS/CARE budget. You may be wondering what impact this will have on serving the disenfranchised students at Cabrillo College. The downward spiral will begin by closing the door to hundreds of eligible students due to reduction of resources.

Meanwhile, other campuses have made different commitments to the program. For example, in Region IV, which consists of thirteen campuses (including Cabrillo College), seven EOPS/CARE programs are not experiencing

any staff reductions. Each Community College campus is expected to maintain a 5% reserve in its budget; in 2008-09, Cabrillo College had the largest reserve of 20.8% for the Region IV campuses. And yet, Cabrillo College has decided that it is necessary to reduce the staff by 2.05 FTE. Other campuses within Region IV that have a reserve as small as 5.3 % have opted for no reduction at all. Financial figures in bad times like these show us what an institution values — and what it doesn't.

March in March

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allowed him to succeed in accomplishing the first step of his educational goal, an AS degree in Human Services. Now he wondered if he would receive the assistance he needed to complete his required coursework for transfer.

Ellen, a student with a learning disability who was recently selected as Cabrillo's representative for an Early Childhood Education Exchange Program in Japan for the summer of 2010, expressed distress over the loss of the Learning Skills Lab and the specialized instruction offered by the LIA that been critical to her success.

Ellen and Cory,
Simitian's educational consultant



Greatly reduced hours for the lab, and reduced counseling support through the loss of adjunct counseling, would make it increasingly difficult for her to obtain the support critical to her educational goal. In Fall 2010 students would face reduced testing hours to identify learning disabilities, reduced lab hours, little or no lab assistance, and long lines for specialized counseling. The ratio for counseling services in the Fall of 2010 would be **1 fulltime counselor to 1300** students with a complex range of disabilities and needs in the classroom to be addressed with accommodations for academic success.

Shiloh, a single mother, spoke to Carey about how important counseling services provided by EOPS had sustained her efforts and focus on her educational goals through a multitude of challenges this semester. She worried that

without services available she would not succeed and would not be able provide a better life for herself and her son.

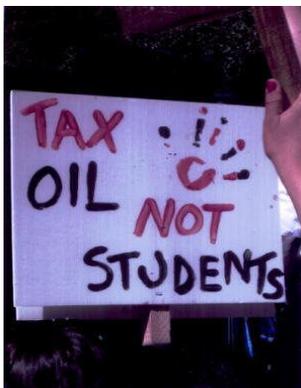
Curtis, Colter, and Eric, all from troubled backgrounds, illuminated the powerful influence that support services through EOPS and DSPS had in redirecting their lives into positive channels. They adamantly stated that without the services provided by these programs they would be on the streets, a detriment to society, or in prison, costing the state more money than was allotted for their education.

As we merged into the raucous crowd of thousands on the Capitol steps, we heard impassioned speeches from the chancellor, faculty, and students from colleges

throughout the state. Each speech intensified the energy of the crowd and evoked the desire, power, and commitment to make a difference. I was reminded of the palpable grassroots response to President Obama's campaign slogan "Yes We Can."

Even in the darkest hours of budget cuts to education and to the essential support services for students of great need, it was powerful to witness the strength of the growing grassroots protest against the current direction that California has taken towards funding education. In this grassroots protest lies the hope for the future of our society.

Rushing to catch our bus home at the end of a long day, we resonated with the drumbeats and chants of the crowd, and we thought, "Yes, we can impact the educational system, our voices and actions do make a difference." The question remains, how can we make a difference at Cabrillo?



A Student Protest Sign



Cabrillo students at Simitian's office

Contract Ratification

In the coming weeks faculty will vote on whether or not to approve the proposed 2010-2013 proposed Contract Agreement. A summary of the proposed changes has been emailed to all faculty and is posted on the CCFT website at ccftcabrillo.org. Overall, CCFT made modest improvements in the contract and successfully held the line to protect the interests of our faculty members when it came to issues such as work year for counselors, slide factor, and retiree health benefits. Faculty members will be asked to vote on the contract in the next week or two (all of the specific changes will be available). Be sure to check your all faculty emails for more information and please, be sure to vote! Note: only CCFT members vote; to become a member complete a membership card.

Highlights:

Retirement incentive: A retirement incentive will be offered for those who announce by May 14, 2010 (there will most likely NOT be another incentive in the life of this contract).

Retiree health benefits: Protects retiree health benefits in current contract.

Workload issues: No modifications to workload/work year changes brought by the District. Teams did agree to reopen interdisciplinary courses in the fall of next year.

Reemployment preference for adjunct faculty: Strengthens language on reemployment preference and clarifies that Division Deans are ultimately responsible for making assignments. Teams also made significant progress on intent language to promote increased clarity, consistency, and timeliness of assignments.

Health benefits for adjunct faculty: Protects health benefits for adjuncts who have reduced units due to budget cuts. Allows adjunct faculty members who have already established initial eligibility to drop down to 12 units a year (including the summer session proceeding the academic year) and still maintain eligibility (normally 15 units a year is required to maintain eligibility). This agreement to be reexamined each year.

Direct deposit: Extends direct deposit (available to all contract/regular faculty) to adjuncts who have worked a minimum of four consecutive semesters (a reduction from 8 semesters).

Grievance: Allows 10-day extension for an informal grievance when proper notification has been given.

Academic Calendar: Adds new article noting that CCFT and the District negotiate the academic calendar each year.

Reopeners: State Disability Insurance for adjuncts; workload for interdisciplinary courses; salary and benefits.

CCFT Elections

It will soon be time for faculty to determine union leadership for the coming years. The President and Co-Vice President seats will all be open (3-year terms) as will the Membership Chair and Historian positions (2-year terms). (Note: Paul Harvell is not willing to serve another term although he could possibly fill in for a 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. Some Council Representative positions will also be open (TBA). All CCFT members may be nominated to serve. Please start to think about the direction you would like the union to take in the coming years and who you may nominate to serve.

Part timer Resolutions Pass At CFT Convention

Jefferson Hancock, editor

Every time I attend a CFT function, I bring low expectations, but leave pleasantly surprised and informed. This year's convention was no different. I left with my cynicism intact and came home honestly pleased and hopeful, even in these bleak times. The trip was a whirlwind to be sure. Sessions and workshops went from 7:30 in the a.m. and ended late in the evening. There was little down time.

Notable events at the convention included three resolutions made by the part-time committee: one a requirement to limit over load by full-time contract faculty to 180%, another to

provide access to comparable pay schedules for adjunct and full-time contract faculty, and a final resolution to elevate status of adjunct faculty by ending "casualization." This last resolution proposes that adjunct faculty should be afforded greater opportunities to participate in shared governance and to become full-time contract faculty after a number of years. Thanks should go to our own John Govsky and to Phyllis Eckler of LA City College who worked hard to get these passed against opposition from the CFT President and the President of the Community College Council.

Also of importance, CFT delegates formally approved per caps changes that will translate into a \$3.14 monthly increase for each full-time equivalent member. \$1.00 of the increase will begin on July 1 and will sunset 36 months later and the other \$2.14 will begin on September 1 and is ongoing. At present, CCFT is unsure how this will affect our budget.

Along with the many resolutions, delegates were treated to several rousing speeches and reports from marchers in the "Fight for California's Future" event, a march from Bakersfield to Sacramento in support of equitable taxation to maintain public education

and public services. Conventioneers received regular satellite updates from the marchers who noted their progress and urged us all to action. On Saturday afternoon, Senator Barbara Boxer, spoke briefly about the soon-to-be passed health care bill in Congress and about the importance of supporting teachers in the United States. One of the more fiery speeches came on Sunday, when Willie Pelote of AFSCME (American Federation of State, County and Municipal Employees), hollered like a southern Baptist preacher, noting that Republicans weren't the problem in California, but Democrats were. The Republicans, he noted,

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Book Review

Vikki Fabbri

Authentic Conversations: Moving from Manipulation to Truth and Commitment (2008) by Jamie Showkeir and Maren Showkeir

OK. First, a confession. I am a book buying addict. Now, because we're all educators, I know many of you understand what I'm talking about. Like those times you've just gotten out of a movie and find yourself turning into Book Café on the way to the car—just for a minute— but end up with a small pile of new reads a half hour later? Or, when taking a couple of visiting relatives to see our iconic, "Keep Santa Cruz Weird" Bookshop Santa Cruz, and you're the only one who leaves with an \$80 credit card purchase? The virtual bookseller's world is really a dangerous trap. I'm convinced that Amazon had us in mind when they invented those clever little enticements like...*More Items to Consider...Inspired by Your Shopping Trends*; Or for

those who wanna be in the reader in-crowd...*Customers Who Bought Items in Your Recent History*. And, I know how to rationalize these purchases, because as "an educator" I have to keep up with my field (and popular culture vampire series, and poetry for inspiration and travelogues for that study abroad trip I've always wanted to do). What makes the problem worse is that there is intermittent reinforcement for this expensive, house cluttering compulsion. Every so often I hit the jackpot and end up with a book that grabs me by the throat and forces me to stop reading silently every five minutes to interrupt Bob with "OMG—you've gotta hear this!" Then, because *Authentic Conversations Moving from Manipulation to Truth and Commitment* is a book that pertains

not only to my discipline, Communication, but to all the meetings and organizations I've ever been in, I end up blathering incoherently, but with great passion, in every meeting I'm in, which, to make a long story longer, is why Jeff asked me to do this review.

This presents a dilemma. What I really want is for a few other folks to read this book so we can talk about it together. My not so hidden agenda is to start a little army of "conversation rebels" to infiltrate all the nooks and crannies of Cabrillo. I don't want to give away too much here before gaining some converts who are better than I am at talking about truth and commitment. So, I decided to just throw out some of the praise blurbs, and chapter headings to see who bites (just like I did).

"This is as good as any book I have read about how to change the conversation to change the culture..." —Peter Block, author

"I have not been a fan of reading business books with two exceptions—David Whyte's 'The Heart Aroused,' and Peter Block's 'The Empowered Manager'..." —Lee C. Smith, founding Chair, International AIDS Initiative and President Emeritus, Levi Strauss International

"After thirty-five years working in newspapers and nine more as a 'school readiness' advocate, I wished I had read this book decades ago. It would have helped so much. Its basic theme of honest, respectful conversations is the answer to so much in business and in life." —David Lawrence Jr., The Early Childhood Initiative Foundation, and retired publisher, 'The Miami Herald'

CCFT Supports Contract Faculty in Counseling and Stroke Center

Debora bone, Stroke Center Director

CCFT was prepared to assist contract faculty with potential layoffs this spring as categorical programs grappled with severe budget cuts. Fortunately, the college was able to juggle the assignments of three full-time counselors, and to use one-time community donations to the Stroke Center to preserve the jobs of four tenured faculty in the Center. Some of these funds were also used to maintain contracts for six classified workers in DSPS.

When categorical funding is reduced, the District may

choose to reduce programs if there is not enough money in the general fund to continue supporting these programs. This year, DSPS funding was reduced by 45% and all of the programs serving students with disabilities are having to reduce services. EOPS and other categorical programs have experienced equally devastating cuts.

One of the programs that has been hit hard is the Cabrillo Stroke and Disability Center, a unique program that serves approximately 260 unduplicated students

each year who are learning to live with functional loss after stroke and other health challenges such as Parkinson's Disease, multiple sclerosis, brain tumor or trauma. For thirty-five years, the program has welcomed these students to an old naval reserve building in Delaveaga Park and created a special learning community where they gain and retain a wide range of skills and knowledge.

Beginning in fall 2010, the new Stroke and Disability Learning Center will open as part of the Health and Wellness Complex in Aptos. Bringing the wisdom of survivorship, students at the Stroke Center know what it is to overcome barriers and

make incredible efforts to learn new skills in college regardless of age, social status or previous life experience.

Students from nursing, dental hygiene, human services and other allied health professions come to the Stroke and Disability Center each semester to learn about the special needs of adults with disabilities. They find inspiration in the life-stories of those who persevere to walk, talk, write, sing, garden and express the diversity of the human experience when life takes an unexpected turn.

Cabrillo has a long tradition of supporting a wide range of programs and of serving diverse learning goals among the many people living in our county. Categorical programs focus on the needs of vulnerable and

Authentic Conversations

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"I can't remember the last time I was this excited about a book on corporate cultures and leadership..." —Patrick Banks, PhD, President, Banks International, LLC

'Authentic Conversations' gives us a chance to renew and revive a lost art and essential foundational element so our society can be viable..." —Corwin Harper, Senior Vice President/Area Manager, Kaiser Permanente

Are you intrigued yet? Keep reading—here are some chapter headings.

- Introduction: *The Dangerous Book for Adults*
- Chapter 1 – *Revolutionary Conversations for Adults*

- Chapter 3 – *The Myth of Holding Others Accountable*
- Chapter 4 – *You Can't Make All the Fourth Graders Happy*
- Chapter 5 – *Hostages to Disappointment*
- Chapter 8 – *Stop Courting the Cynic*
- Chapter 11 – *Open Season – Remove the Camouflage*

If you're thinking, "Yeah, yeah, sounds good, but how do you actually put it into practice?" I've got one more lure. The back of the book has "A Practical Guide..." Have you bit? Here's the next step. Email me vifabri@cabrillo.edu, and let the wild rumpus (and conversations) begin!

CFT Convention

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have no problem carrying out their agenda, but Democrats, even with a majority, can't get legislation favoring working families passed. He finished by saying that Democrats would not receive AFSCME endorsements or contributions until they started paying more attention to the needs of working families.

Each time I attend a CFT Convention I am amazed at the amount of work that gets done because of strict adherence to parliamentary procedure. Over a hundred resolutions were discussed and voted on, yet nobody shouted anyone else down at the microphone. Each motion was prepared beforehand and clearly stated. If the speaker didn't speak specifically to the motion, that speaker was declared out of order and discussion moved forward. Resolutions passed or failed by voice and hand vote and the agenda moved on. Done. Democracy in action. Our Congress could take a few lessons from these teachers.

Stroke Center

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underserved members of the community, providing resources for student success that may not exist anywhere else.

Even as the state narrows the priorities of the community colleges to address budget woes, local districts retain the ability to address the particular needs of each community. We are fortunate to share values that are inclusive and provide guidance for difficult decision-making. Those of us working in the health and human services are acutely aware of the expanding demographics of an aging population as well as the learning needs of people with acquired disabilities.

For many CCFT members, meeting the needs of vulnerable learners and supporting categorical programs is a matter of social justice. What kind of society turns its back on people who need extra support to succeed, or on those who have worked for many years and need a new kind of education to overcome new challenges? Let us be proud of the programs and faculty that make it a priority to serve the many unique learning styles and needs in our community.

Reel Work 2010 May Day Labor Film Festival April 20-May 10, 2010



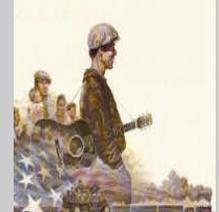
Brothers and sisters, ladies and gents, once again the ReelWork film festival is upon us, and Cabrillo College Federation of Teachers, AFT Local 4400 (that's us!) is sponsoring two events, one on May 2 in Watsonville and the other on May 5 in Aptos. The details are below, and you can check out the entire program of important labor films at <http://www.reelwork.org>

Watsonville On Strike Sunday, May 2 @ 7 pm Cabrillo Watsonville Forum, Watsonville



This film tells the story of the teamster cannery workers' 18-month struggle in Watsonville's frozen food packing industry when they refuse to put up with pay cuts or their own Teamster Union's sweetheart deals. Their walkout draws national attention, crowds of supporters, and notables including Cesar Chavez and Jesse Jackson. Set in the former frozen food capital of the world, *Watsonville On Strike* is an intimate view of the 18-month cannery workers' strike which virtually paralyzed this rural California town. In the film, vivid scenes of workers debating strategy, demonstrating and confronting police are combined with poignant interviews of the strikers — mostly Mexican women.

Bound For Glory Wednesday May 5 @ 7 pm Erica Schilling 450 Forum, Cabrillo College, Aptos



Bound for Glory is a joyous celebration of the life of folk balladeer and poet Woody Guthrie in depression era U.S. Set against the grim backdrop of depression era America, this film celebrates the life of Woody Guthrie, America's great folk balladeer and poet. He left his dust-devastated Texas home in the 1930s to find work, and discovered the suffering and strength of America's working class. As he traveled across America, his buoyant spirit and soul-rousing music surrounded him with a quiet strength enabling him to do battle with the social injustice which surrounded him.

To complement the film,
David Winters will host a labor song sing-along.



Phone: 831-464-2238
Fax: 831-464-2283
E-mail: ccft@ccftcabrillo.org
http://ccftcabrillo.org

**CCFT Calendar
Save the Dates!**

CCFT Council

April 19
May 17
Council meetings are held from 2:30-4:30pm in room 1804 of the Sesnon House

Part-Time Committee

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

**BURRITO BASH!
FIESTA TIME!!**



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.

Solidarity Forever.

CLASSIFIED INFORMATION

Report from the Trenches

Stephanie Stainback, CCEU Liaison

The CCEU (Cabrillo Classified Employee Union) contract expired on June 30, 2009. We extended our contract indefinitely, and then very deliberately sat back and let CCFT go through negotiations first to see what the lay of the land will be for 2010-11. It pleases us no end that CCFT has reached a tentative agreement with the District that includes no salary or retiree benefit take-backs.

We want to thank CCFT for all of their hard work in negotiations. They knew darn good and well going into negotiations that they were, in essence, negotiating for the entire college employee community. They did their homework. The information on past net ending balances of the college was eye-opening. Many special thanks to Maya Bendotoff and Paul Harvell for spearheading this effort. Your sisters and brothers in CCEU are most appreciative.

A priority stated by the CCEU Board of Directors for 2010 is to continue to find ways to improve solidarity and information-sharing with CCFT. We are really looking forward to our annual solidarity bash at the Mangins' place on Friday, April 16th. (But don't expect our gratitude to extend to giving any breaks at the ping pong table.) Hope to see you there!



SHOPPING

Remember—
Mom likes flowers!
(don't make her remind you)



FLOWERS:

- Members can order discounted flowers online or by phone, and have them delivered anywhere in the world—100 percent satisfaction guaranteed.
- 20 percent discount on all orders.
- Same-day hand delivery by local florists (if ordered before noon in recipient's time zone).

For more information about these and other savings, go to:

aft.org/members
The Community Advantage



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.