

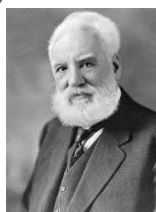
# FACULTY VOICE

CCFT NEWS

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

SEPTEMBER 2010

## President's Report: Can You Hear Me Now?



CCFT President Paul Harvell



Health care benefits and the budget – big issues confronting the college and the union. So let's talk about something else. I know: communication.

The union has been discussing optimal approaches to communication. First, no single medium is optimal, so the union already employs a variety of media.

The newsletter allows us ample space to for a variety of articles. It is also printed, and many— myself included— find this preferable

to online reading. I'm not ready to be reading everything from a computer, a Kindle, or an i-gadget, and I know I'm not alone.

E-mail has an advantage in that it's immediate and cost effective, but it can be over-used, so I employ it judiciously, saving it for urgent and time-sensitive communication and applying the KISS principle (KISS 2, really: keep it short, stupid).

The problem with the above two media is that they are unidirectional, from the union

out, and communication pathways into the union cannot travel through a single person. This is why the union will spend time emphasizing the need for good communication between council division representatives and their constituent divisions. At that level, communication is as likely to go on in hallways as through e-mail, and that's a good thing.

Finally, to encourage a frank discussion of health benefits options, CCFT may elect to host a town-hall meeting for membership. When and if it will be necessary I can't say now, but it's in our arsenal.

*Continued on page 3*



## Changes to Benefits? Faculty Input Must Guide CCFT Response

Debora Bone, Maya Bendotoff, Jefferson Hancock

By now, you've probably heard that important changes may be coming, yet again, with regard to health benefits. For the 2010-2011 academic year, the District will fund the increase in benefits costs, amounting to roughly \$687,000 for all employees. However, the District would like to commence negotiations over health benefits for 2011-2012; their goal is to contain the cost of the benefit package for all employee groups. They will push for employee groups to consider cost-sharing models for future increases.

In the coming months, CCFT will be working hard to inform

membership about the discussions and to solicit faculty input. CCFT will rely on Council reps to develop a process for discussions of possible changes to health benefits for the 2011-2012 academic year. CCFT Council will examine the college-wide budget prior to giving input on what types of cost-sharing models, if any, may be appropriate. Finally, Council will solicit faculty input as needed via member-to-member contact, faculty surveys, etc.

Faculty participation will be essential throughout the process. While some may

argue that the college should pick up 100% of the double digit increases in health benefits costs, others will point out that we would lose programs and faculty members in order for the district to do so, particularly under the current context of reduced funding. Thus, it is essential that CCFT consider goals and objectives as we discuss the various options open to us.

These decisions will not be easy, so they will be made democratically. Member participation will be crucial in guiding any possible negotiated changes to health benefits.



## in this issue

|                                |   |
|--------------------------------|---|
| GRIEVANCE MOVES TO ARBITRATION | 2 |
| SDI FOR ADJUNCT                | 2 |
| NOVEMBER ELECTIONS             | 4 |
| DISNEY SUMMER                  | 5 |
| LUNCHEON REPORT                | 6 |
| DIVISION REPS                  | 6 |

## Health Benefits: Rising Costs/ Falling Budgets

CCFT negotiates with the District to determine compensation for all members of our bargaining unit, whether or not they are members of the union. The benefits package is one component of the total compensation package, which includes salary, retirement and benefits. The benefits package, available to all full-time employees (and to part-time employees on a limited basis), includes the health and dental plans, life insurance and disability coverage.

*Continued on page 3*

## Should Adjuncts Be Penalized When They Start Collecting CalSTRS Retirement? CCFT Says, "NO!"

by Eric Hoffman, CCFT Grievance Officer

What recognition and benefits do adjunct faculty members receive from the College when they retire (or as historically referred to, "discontinue service with the District")? Very little—no medical benefits, no retirement incentives, no parties. And now, if the District gets its way, they will be penalized if they start collecting CalSTRS retirement, as well.

At least four adjuncts who recently retired through CalSTRS so they can start collecting a pension have been given new dates of hire by the College. They will be treated as if they were new hires, even though they will be doing exactly the same job they have done in the past. The result: their reemployment preference has been terminated, and they have lost their seniority. They no longer have priority for assignments, and cannot expect to receive their continuing comparable assign-

ment. For some, the loss of income may be greater than the pension they have gained. Is that any way to treat people who have served this College for many, many years?

The administration instituted this new policy without consulting CCFT. Does the District have the right to do this? CCFT says, "No!" It is a clear violation of Contract section 16.8.5, which gives the ONLY three reasons the College can take away an adjunct's reemployment preference:

1. if an adjunct declines an assignment for which she/he has announced an availability, or does not complete such an assignment after it has begun.
2. if an adjunct does not meet the standards of performance and academic excellence that are required by the District, and a re-evaluation process (Article 17.6.8-10; 17.8) has been completed.

3. if the adjunct receives no assignment for two consecutive years.

There are no state laws or CalSTRS regulations that allow the District to ignore this contract language.

CCFT submitted a level 2 grievance on behalf of the four retired adjuncts, but the College denied the grievance and proceeded with its plan. CCFT is now seeking a ruling by an outside arbitrator. We also plan to file an unfair labor charge. This will be a slow (and costly) process, but CCFT believes it is important to fight for the few rehire rights adjuncts have been granted. We also must take a stand against unilateral changes in working conditions.

What can you do to help?

**Let your administrators know that it is unfair and insulting to treat loyal employees this way. If you are a retired adjunct still working at Cabrillo, or if you know of any retired adjuncts, CCFT needs to hear from you.**

When did you retire? If you had reemployment preference when you retired, did you maintain it? Please email me at [erhoffma@cabrillo.edu](mailto:erhoffma@cabrillo.edu), or contact Maya in the CCFT office at 464-2238.

### ABOUT THE GRIEVANCE

The *Education Code* allows for the creation of rehire rights for temporary faculty under local collective bargaining agreements. CCFT and the District have negotiated reemployment preference for adjuncts in contract section 16.8. This section provides a benefit to long-time temporary employees by giving them a higher priority for future temporary contracts once their current contracts have been terminated. This right applies to all adjuncts who have earned it, whether they have retired into CalSTRS or not.

The District believes that, by listing a "termination date" in their CalSTRS application (as required by CalSTRS to use their accumulated sick leave for service credit), the grievants have resigned, thus forfeiting their reemployment preference and original date of hire. While the retirement of a regular (tenured) faculty member into CalSTRS does result in the termination of that employee's long-term contract with the College, adjunct faculty, by virtue of their *Education Code* classification as temporary employees, are terminated at the end of each semester. They have no long-term contract to terminate, and any termination date given to CalSTRS is merely the termination date of their most current temporary contract. The only consequence of submitting a termination date to CalSTRS is the loss of their accumulated sick leave. By submitting availability information and accepting assignments after their retirement into CalSTRS, the grievants have shown that they did not intend their termination dates for CalSTRS purposes to be resignation dates from the college.

## Union to Pursue State Disability Insurance for Part-Time Faculty

Maya Bendotoff, CCFT Executive Director

A recent law allows State Disability Insurance (SDI) coverage for part-time (PT) community college faculty members in California who elect it. Last spring, CCFT conducted a survey to ask part-time faculty if they want the union to pursue this option; 74% of the 109 respondents said yes. At flex week meetings part-time faculty confirmed this support.

CCFT and the District will soon enter negotiations with the District on this topic. If the District agrees, CCFT will hold an election and part-time faculty members will vote on whether or not to elect SDI coverage. If a majority of those casting ballots vote YES, ALL part-timers will be required to become members of SDI. If the vote fails, NO Cabrillo part-timers

will be allowed to join independently.

### Would full-time faculty participate in an election?

No. Cabrillo's full-time faculty members have disability insurance coverage through a private plan offered (and paid for) by the District. Cabrillo's PT faculty members do not currently have disability insurance benefits.

### What exactly is SDI?

SDI is a partial wage-replacement insurance plan for California workers when they are unable to do customary work while employed or actively looking for work. It consists of two programs: Disability Insurance and Paid Family Leave Insurance.

### Disability Insurance:

Provides up to 52 weeks of benefits for employees who are unable to do their regular customary work for at least eight consecutive days because of illness, injury, or disability (includes elective surgery, alcoholism, drug addiction, pregnancy, childbirth or other related conditions).

### Paid Family Leave Insurance:

Provides up to six weeks of benefits for bonding with a new child (includes adoption and foster care placement), caring for an immediate family member (spouse, domestic partner, child or parent) with a serious health condition, or for the employee to take medical leave.

## Health Benefits

Continued from page 1



Over the past several years, annual increases in the cost of health benefits plans have hovered around 15% a year. A variety of strategies has been used to keep the costs down, including changes to the plans (resulting in increased co-pays, deductibles and coinsurance) to minimize the annual rate increases. Last year, bargaining units agreed to changes in both health care providers and plan design to keep the increases down; the base-level HMO increased by 3% instead of the 18% it would have increased without changes. For 2008-2009 and 2007-08 District increases in the district-paid

stipend were 12% (\$625,000) and 15% (\$730,000) respectively.

The current CCFT and CCEU contract agreements define the district contribution to your health plan as the "cost of the lowest HMO (Health Maintenance Organization) plan." Currently this expense is fully paid by the district for full-time employees. The dollar amount varies depending on whether you are insuring only yourself, or the employee plus one dependent, or purchasing family coverage. It has long been the philosophy of the unions and the district to provide dependent and family coverage. If the union

agrees that changes are needed to the actual plans, changes will most likely be based in relation to the lowest cost, or base-level, HMO. Four other plans are also available (refer to contract sections 14.3.1 and 14.9.1).

The union will be examining the budget to understand the extent of issue that may force us to accept changes in benefits. Faculty must share their input as to the most desirable alternative. CCFT knows that protecting health benefits is a high priority. Having realistic understanding of the state and the college budget, and avoiding layoffs are also high priorities.



## Recommendations from the Health Benefits Committee

Over the summer, the Cabrillo College Health Benefits Committee came up with some options and recommendations for the college community to consider.

Here are the key points:

1. The committee felt that keeping a "baseline medical plan" would be important rather than attempting each year to save money by changing the plans. However, a "one-time" savings could be realized if the plan design of the "low HMO" were to be minimally modified one more time. After that, the same plan would ideally remain in place for a long time.
2. The committee discussed the undesirable yet realistic possibility that in order to keep a comprehensive health plan, it might be necessary for employees to participate in paying for a portion of the increased costs to keep a better health plan. Various ways to develop a formula for some kind of cost sharing of benefits increases are being discussed. Any such employee contributions would be in the form of payroll deductions, and would be pre-tax

dollars. This could be potentially in addition to existing "out of pocket" expenses to purchase PPO or High HMO plans, or to pay the percent owed by a part time employee.

**Any changes to health benefits would have to be handled through the collective bargaining process.**

**The Benefits Committee is chaired by Vice President Victoria Lewis, and consists of representatives from the administration, faculty, retirees, and the two college unions.**



## Communication

Continued from page 1

I've thought often about whether the union could get more tech-savvy, but I'm skeptical of how much better we'd do if we employed blogs or message boards, but it's still a thought. Cabrillo has created its own "Inquiry Network" and if it proves valuable, the union might explore doing something similar.

Is Twitter in our future? Personally, I'm waiting for all those popular sites, YouTube, Twitter, Facebook, MySpace to be combined into a single place, probably called "YouTwitterMyFace".

Communication, especially now, is vital to CCFT's operation. Your union leaders are facing some important decisions, and we want to make these decisions with membership's input. Your union leaders also need to know that you're receiving useful information in a timely manner, so we need to hear your concerns. If you have ideas about ways the union could improve its communication, please tell us.

## SDI Q&A

Continued from page 2

### How is SDI funded?

Through employee contributions. Current deductions (2010) are based on 1.1% of gross income. There is a cap of \$1,026.48 for the year (applies to contributions through all employers).

### How much is the weekly benefit amount?

It varies depending on the employee's wages and SDI contributions over the four-quarter base period used for benefits calculations. In general, SDI benefits are approximately 55% of income.

### For more information

Go to [www.edd.ca.gov](http://www.edd.ca.gov) or call 877-480-3287 (Disability Insurance) or 877-238-4737 (Paid Family Leave Insurance). For local questions call Maya Bendotoff at 831-464-2238.

## November Elections to Shape the Face of Education

Enrique Buelna, COPE Co-Chair

With Maya Bendotoff and Debora Bone

The current financial crisis and legislative response—cut more, approve no new funding—dominates the landscape of education. Even community colleges, which have been spared to some degree for their essential role in retraining and economic recovery, have been faced with significant cuts in funding and simultaneous increases in demand. Meanwhile, local districts confront cuts to programs serving the most vulnerable students, double-digit increases in health benefits costs, reductions in faculty, and continual need to ensure the best use of resources.

As educators, we must take a stand for education this November.

### Cabrillo Governing Board

The elections for the Governing Board include contested races in Areas I and VI. Incumbent Gary Reece will be appointed to serve in Area II. Electing board members that are supportive of faculty issues and committed to the collective bargaining process is critical. By the time this article is

published, CCEU and CCFT will have completed an endorsement process to determine which candidates will best serve the college community from the perspective of the people who work here. After the endorsement process is complete, CCFT representatives may vote to use COPE money to contribute as much as \$1000 for each candidate we endorse. It is known that candidates spend upwards of \$5,000 to run a local campaign and there is no salary or compensation for board members.

### Statewide Ballot Measures

Key state propositions on the November ballot include the **Tax Fairness Act** (Prop. 24) and the **Simple Majority Vote for Budget** (Prop. 25). Both propositions are crucial for the state economy. Prop 24 proposes moving beyond solving the state deficit through cuts alone and would repeal corporate tax loopholes. Prop 25 changes the way in which the state passes a budget from the current two-thirds to a simple majority. Both of these propositions will affect education first by increasing state revenues, and then by

giving the majority of the legislature the power to allocate funds sorely needed for adequate investment in education. As our state and national economic woes persist, our union must remain active and vigilant. Historically, COPE is the politically active arm of the union. By educating members about the issues, and by making endorsements and recommendations, the union can highlight candidates, measures and initiatives that best reflect the shared interests of the faculty. And by maintaining steady participation and income, we remain ready and able to respond when needed. Please consider a COPE payroll deduction and or increasing your current deduction amounts. Every little bit helps. In solidarity.

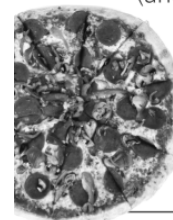
### What is COPE?

COPE, the Committee on Political Education, works to advocate for political issues outside the scope of bargaining. Funds are voluntary and additional to union dues.

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## CCFT Fall 2010 Meetings

### Save the Dates

### CCFT Council

October 4

(rep training; room TBA)

October 18

November 15

December 6

(room 225, SAC E.)

Meetings are Mondays from 2:30-4:30  
in room 1804 of the Sesnon House

### Executive Board

September 13

October 11

November 8

November 22

Meetings are Mondays from 2:30-4:30  
in room 1824 of the Sesnon House

### Part-time Committee

September 30

October 28

November 18

December 9

Meetings are Thursdays from 9:30-11am  
at the Farm, 6790 Soquel Dr., Aptos

All faculty are welcome to attend



## What I Did On My Summer Vacation

Jefferson Hancock, Editor



### A recent trip to Disneyland

got me thinking about a few things. First, I'm reminded of the legend that Disney's frozen body lies beneath the Pirates of the Caribbean, but after that, I'm always fascinated by how obedient and compliant everybody is in the Magic Kingdom. I wonder how those employees can be so polite when confronted with sometimes obnoxious guests and I wonder how guests, despite the occasional brute, can behave so nicely for the most part -- no fighting, line cutting, arguing, or bad language (except mine tsk tsk) -- in such a hostile environment, waiting in endless lines and 90 degree temperatures.

Part of the answer stems from the old fashioned, Main Street, small town American values line Disney pushes. Walt loved that middle America, pick yourself up by the bootstraps, self-made-man, land-of opportunity stuff. The great joy of America, of course to Walt, was the notion that making money and progress benefits everyone, so who cares what you pay somebody, as long as somebody's getting rich? Nobody can deny that this mentality brings progress and Disney did create numerous innovations in his industry. Fantasia was a work of art unseen before or since, and Snow White was the world's first animated feature film. He

also had a hand in using a new multi-layered camera. And, again, most of us behave ourselves at Disneyland because we're buying into the fantasy of small town America, Main Street, Castles, Princesses, Tom Sawyer, Davey Crockett, Abe Lincoln, and Pochontas.

Then there's the darker side. Mr. Disney was part of the rabid anti-communism that swept the country in the late forties and early fifties as he declared the Screen Actors Guild a commie front. Many left-wingers didn't care for Disney much because of his alliance with the House Un-American Activities Committee (HUAC) and his uncooperative relationship with labor. The article "Walt Disney and the HUAC Investigations" at [historyblogger.com](http://historyblogger.com) tells us "Walt Disney's involvement in HUAC, hearings set up in 1947 to investigate charges that Hollywood was infiltrated by Communists, has its direct roots in 1941 when cartoonists

working at the Disney studios and organized by the Screen Cartoonists Guild went on strike for better wages and working conditions."

But Walt was a businessman, and some businessmen don't like unions because they interfere with

the bottom line. Still, Walt had to deal with unions, especially at Disneyland. Consider all the professionals needed to put together the rides and animatronics, construction workers, electricians, engineers, food service workers, custodians. All of these are, of course unionized by necessity. The workers in these fields need professional organizations to repre-

sent them at the bargaining table and uphold their wages and working conditions. According to mouseplanet.com's "Disneyland Update" from March 27, 2006, "there are at least 35... unions representing cast members at Disneyland." We also find that as of August 10, "Over the past two years, Disneyland Resort has successfully negotiated nine agreements with 27 local unions representing nearly 13,000 of the approximately 15,500 cast members who belong to unions." Doesn't sound bad, and mouseplanet claims it's not affiliated in any way with the

Disney company. According to pay-scale.com, a Disney cook makes between 12 and 16 dollars per hour, while a sales associate makes between 8 and 10 dollars an hour. And there are plenty of disgruntled employees. Micechat.com abounds with stories of high turnover and minimum wage earners (\$8.00 an hour) who cannot afford to live anywhere near their Orange County worksite, even if they make ten bucks an hour -- and many don't.

So I'm left with my original question. How does Disneyland do it? How do they keep all of these millions of people wanting to come back every year? Why on earth would anyone want to work there? And how, if so many can't afford to work there, do they find employees, and why are those employees all so polite? How did Walt make Disneyland so attractive that (consider the irony here) even Nikita Krushchev wanted to come see Mickey Mouse?

For the employees, some that I spoke to gave plausible an-



swers. The fellow driving the Steamship Mark Twain says he's retired and he works at Disneyland because he's supplementing his income and loves being a kid at heart. Who wouldn't want to drive a steamboat along the Rivers of America at Disneyland for a living? Another girl said she was starting work the following day and staying in Disney housing, so some of her expenses were covered. Beyond that, Disney was footing part of the bill for some of college tuition for courses in business management.

But I think there's a more insidious answer. Mind control. Behind all of the DizMaster D's technical wizardry there lie some dark secrets. First, that "animatronics?" those "robots?" They're real. Mr. Lincoln? Real. Those tiki birds? Alive. All of them. Beyond that lies an even more evil truth. Inside the Magic Kingdom gates, a secret radio frequency silently blasts the ears of the unsuspecting guests and cast members with messages that tell them to love Disneyland, to buy things, and to smile. Those under 5 or 6 years of age may initially experience some discomfort with the radio frequency and, hence may occasionally cry or rage, but after sleep, such discomfort subsides, and we're all happy again. Meanwhile, Walt Disney's cryogenically frozen head is laughing at us from the great beyond -- all the way to the bank.



# CABRILLO COLLEGE FEDERATION OF TEACHERS



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## COMMITTEE REPRESENTATIVES

|                                   |   | PHONE                      | EMAIL  |
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| Benefits Committee                | Debora Bone                               | 425-0622                   | <a href="mailto:debone@cabrillo.edu">debone@cabrillo.edu</a>   |
| College Planning Council          | Paul Harvell<br>Barbara Schulz-Perez      | 477-5218<br>x6244          | <a href="mailto:pahravell@cabrillo.edu">pahravell@cabrillo.edu</a><br><a href="mailto:baschult@cabrillo.edu">baschult@cabrillo.edu</a>   |
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| Facilities Planning Advisory      | Michelle Rivard                           | x6315                      | <a href="mailto:mirivard@cabrillo.edu">mirivard@cabrillo.edu</a>   |
| Faculty and Staff Diversity       | Barbara Schultz-Perez                     | x6244                      | <a href="mailto:baschult@cabrillo.edu">baschult@cabrillo.edu</a>   |
| Meritorious Service               | Zarina Dastagir                           | x6398                      | <a href="mailto:zadatag@cabrillo.edu">zadatag@cabrillo.edu</a>   |
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| Safety Committee                  | Noreen Romero<br>Matt Escover (alt.)      | 477-5217<br>x1614          | <a href="mailto:noromero@cabrillo.edu">noromero@cabrillo.edu</a><br><a href="mailto:escover@mindspring.com">escover@mindspring.com</a>   |
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| Staff Development                 | Sue Slater<br>Chuck Smith                 | 477-5205<br>477-5211       | <a href="mailto:suslater@cabrillo.edu">suslater@cabrillo.edu</a><br><a href="mailto:crsmith@cabrillo.edu">crsmith@cabrillo.edu</a>   |
| Technology                        | John Govsky                               | 466-3269                   | <a href="mailto:john@teacherjohn.com">john@teacherjohn.com</a>   |
| Technology Factor Grant Committee | JoJo McLeod                               | 477-5283                   | <a href="mailto:jojo@cabrillo.edu">jojo@cabrillo.edu</a>   |

## ELECTED OFFICERS

|                  |                             |
|------------------|-----------------------------|
| President        | Paul Harvell                |
| Vice Presidents  | John Govsky<br>Vicki Fabbri |
| Historian        | Chuck Smith                 |
| Treasurer        | Nancy Stucker               |
| Membership Chair | Sadie Reynolds              |

## APPOINTED CHAIRS

|                         |                                 |
|-------------------------|---------------------------------|
| Chief Negotiator        | Paul Harvell                    |
| Adjunct Committee Chair | Michael McCarthy                |
| Grievance Officer       | Eric Hoffman                    |
| Newsletter Editor       | Jefferson Hancock               |
| COPE Co-Chairs          | Debora Bone<br>& Enrique Buelna |

## DIVISION REPRESENTATIVES

|                             |   |
|-----------------------------|---|
| BELA                        | Meredith Babbe<br>Calais Ingel<br>Francisco Iniguez<br>David Lau<br>Jason Malone<br>Elissa Wagner                         |
| Counseling                  | Arturo Cantu<br>Francisco Ponce   |
| HASS                        | Enrique Buelna<br>Michelle Chao<br>Claudia Close<br>Teresa Macedo<br>Michael Mangin<br>Michael Pebworth<br>Kristin Wilson |
| Health Services/<br>Library | Martha Orr  |
| HAWK                        | Toni Alderson<br>Debora Bone<br>Bridgete Clark<br>Jan Hiley<br>Anne Lucero<br>Beth McKinnon<br>Joanne Wylie               |
| Instructional Development   | Jefferson Hancock   |
| NAS                         | Sara Decelle<br>Michael Edgehouse<br>Michael McCarthy<br>Jo-Ann Panzardi<br>Peter Shaw                                    |
| VAPA                        | Sarah Albertson<br>Brian Legakis<br>JoJo McLeod<br>Susan Stuart   |
| Watsonville                 | Julie Hanks   |



## Another Successful Luncheon Thanks to All

This year's CCFT flex day luncheon went off without a hitch. Faculty members were once again treated to a delicious Mexican meal with chile rellenos, enchiladas, tamales, rice, beans, tortillas, and salad. As usual, we should thank Maya Bendotoff for her hard work and fine organizational skills in putting together this feast. Special thanks also to the following folks their help: Sarah Albertson, Meredith Babbe, Julike Hanks, Eric Hoffman, Anne Lucero, Michael McCarthy, Teresa Macedo, Martha Orr, and Nancy Stucker.

