

FACULTY VOICE

CCFT NEWS

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

OCTOBER 2010

CCFT President
Paul Harvell



President's Report: Negotiations

Paul Harvell, CCFT President

A quick review of negotiations this year. There are three issues we're going to attempt to address, and there's a fourth possibly on the horizon. The three reopeners defined in the last contract are compensation, both pay and benefits, workload for interdisciplinary classes, and State Disability Insurance for adjuncts. There's also the possibility of needing to update

the FSA list in response to an updating of the disciplines list which the Senate is reviewing. The one that demands most of the attention of the union right now is compensation. We'll be moving consecutively on all three reopeners, but compensation will get the most attention.

The first step in the process is for the CCFT Council to come to agreement about what the appropriate

level of compensation is. The budget is the primary driver, so there has been an on-going discussion of the budget at the council meetings. It's a fluid and iterative process, so the council will start with the most general of guidelines. As we begin to understand more about the budget and as negotiations get underway, the council will continue to refine its position.

The council has a meet-

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CCFT Endorses Ziel and Smith For Cabrillo Board of Trustees

At its September 20 meeting, the CCFT Council voted to endorse Alan Smith for Area VI, representing Aptos and Donna Ziel for Area I, representing Scott's Valley. The Council also voted to donate 1,000 dollars to each candidate through its Committee on Political Education (COPE), an independent body of CCFT which accepts voluntary contributions to support political education.

Alan Smith

Alan Smith is seeking reelection and has a wealth of experience, having served on the Governing Board for sixteen years and serving as Chair of the Board for two of

those years. He is enthusiastic about Cabrillo's many new facilities, including the new Allied Health facility on Cabrillo's main Aptos campus and the Green Technology Center, which just broke ground in Watsonville. He has successfully completed two bond issues and responsibly used bond money to rehabilitate and expand the Aptos campus and Watsonville Center. Smith notes, "The Governing Board works well together as a unit for the best interests of the students and each Board member has the respect of the others."

Donna Ziel

Donna Ziel has worked for more than 25 years in education at San Jose State University. As an SJSU employee she served as liaison to Cabrillo College. She was also a member of the committee that brought Cabrillo to Scotts Valley. Presently Ziel serves on Cabrillo's Scotts Valley Center Advisory and Veterans Services Committees. Her experience in higher education and her knowledge of Cabrillo will make her an effective member of the Board.

Ziel has lived in the San Lorenzo Valley for more than 40-years. She holds a B.A. and M.A. from San Jose

State University and her history of leadership in professional and community organizations will benefit Cabrillo. Ziel says she is committed to ensuring equity of access and opportunity in education, so that residents can re-train, re-tool, prepare for university transfer and enrich their lives.

Information for this article came from candidate statements in the voter information pamphlet, from the *Mid-County Post* (October 3, 2006) and from the candidates' websites:

Alan Smith:

<http://www.cabrillo6.blogspot.com>

Donna Ziel:

<http://zielforcabrillo.com>



Vote November 2



In Gore Vidal's *Washington D.C.* (1967, Signet Books), conservative Democratic Senator Burden Day sums up American politics in one fell swoop. Describing his opposition to Franklin Delano Roosevelt he explains, "Two ideas are set upon a collision course.... [Roosevelt] believes government must do everything, and I don't see how it can do much more than it does if we're to keep any sort of private freedom." A similar ideological divide presents itself in California's upcoming election. On the one side, business interests say they shouldn't have to pay too many taxes to support the majority and that governmental regulation infringes on personal liberty. On the other side, public employees want a living wage and citizens who use public services want them adequately funded. Given that I'm a public employee, I'll stand by my union's recommendations.

Here they are.

CFT Endorsements for Nov. 2 Election

California Federation of Teachers
AFL-CIO



State Office Candidates

Ballot Propositions

Governor Jerry Brown

Jerry Brown believes California needs a world-class public education system to get the state working again. Unlike his opponent, Brown respects public services and the people who provide them.

Lieutenant Governor Gavin Newsom

As Mayor of San Francisco, Gavin Newsom provided city funding for schools and oversaw creation of local universal healthcare.

Secretary of State Debra Bowen

Debra Bowen put principles over politics by instituting safeguards to make state voting systems accurate, secure, and accessible.

Attorney General Kamala Harris

Kamala Harris knows the connection between education and crime prevention and believes education is a crimefighting tool.

Controller John Chiang

Controller John Chiang has stood up for fiscal responsibility for the state while respecting the rights of public employees.

Treasurer Bill Lockyer

Bill Lockyer, a former teacher, strongly supports Prop. 25 and has been an education advocate for 35 years.

Insurance Commissioner Dave Jones

Dave Jones will put consumers first, holding insurers accountable.

Superintendent of Public Instruction Tom Torlakson

Tom Torlakson, a second-generation teacher, has fought diligently in the Assembly for public education,

Board of Equalization

Betty Yee District 1, Chris Parker District 2,
No Recommendation District 3, Jerome Horton District 4

These candidates stand for fair and transparent taxation enforcement to preserve education and other essential public services.

U.S. Senator Barbara Boxer

Barbara Boxer has a proven record of legislation supporting worker rights, education, human rights, and job growth.

NO POSITION 19	Legalizes marijuana use Allows Californians 21 years old or older to possess, cultivate, or transport marijuana for personal use.
NO 20	Stop Congressional redistricting scheme Would give a non-accountable 14-person commission power to redraw our state Congressional districts.
YES 21	Preserve our state parks Creates funding to preserve our heritage state parks by adding \$18 to the vehicle license fee, and gives California vehicles free park admission in return.
NO POSITION 22	Restricts redirection of funds Prohibits the state from borrowing funds from cities and counties in times of crisis.
NO 23	Don't put the environment on hold Suspends implementation of AB 32, which limits emission of greenhouse gases known to cause global warming.
YES 24	Repeal new corporate tax breaks Repeals \$1.7 billion in corporate tax breaks passed during the 2008 backroom budget deal.
YES 25	End two-thirds vote to pass budget Changes passage of the state budget from a two-thirds to a majority vote of each house.
NO 26	No new two-thirds vote requirements Redefines "fees" charged to oil, tobacco, and alcohol companies for harm to public health and the environment as "taxes," which would require a two-thirds instead of a majority vote.
YES 27	Return redistricting to the Legislature Eliminates the 14-person commission put in place by Proposition 11 in 2008, and returns Congressional redistricting power to the state Legislature.

LOCAL RECOMMENDATIONS ON PAGE 3



Editorial

I'm Not Turkey Lurkey

Jefferson Hancock, Editor



This year presents us with another unsettling college budget. We've been told we're 2.4 million bucks in the hole, so the unions are going to have to give back something or be confronted with program cuts and layoffs. Looks like the sky is falling, yet again.

But wait.

If the sky falls in a forest and no one is around to hear it, does it really make a sound? Upon closer inspection we should notice a few things. CCFT President Paul Harvell and Faculty Senate President Steve Hodges did a little budget analysis and found, among other things, that over the past five years, amid this bleak financial picture, amid layoffs, amid contract reductions, amid health plan degradation, amid silent pink slips for adjunct faculty, the college has actually run a surplus.

How can this be?

Here's how.

Our budgeters over the past years have made conservative projections. They have anticipated huge deficits and have asked us to pull together to work against those deficits. And it's worked. We've cut supplies. We've had jobs frozen. We've limited hiring of contract, tenure track faculty. We've not replaced retirements. We've laid off faculty and staff. We've degraded our health plan. And we've saved money, lots of it, year after year. And each year the college has come out with a surplus, maintaining its reserves in case the sky does fall.

If the college does have a surplus at the end of each year, then why should there be layoffs and cutbacks? Why should this atmosphere of fear persist? Why should we be greeted, each semester, with dire projections which tell us that if we don't continue to cut, the college will be fiscally insolvent?

The answer's simple. Promoting this atmosphere makes contract concessions look inevitable and publicly weakens CCFT's bargaining position going into negotiations. Administration, for example, says health costs are increasing so rapidly that the college cannot continue to fund increases. They must have employee pay-in or jobs will go by the wayside. Really? Steps and columns must be frozen or the college will have to cut programs to balance its budget. Really? New faculty cannot be hired because doing so is such a long term expense. Interesting. Long term expense? Hiring teachers? At a college?

No one can deny that the budget situation is bad. There are deferred payments due from the state that have been deferred yet again. Categorical funding has been cut by almost 50%. The state budget is late again and the state is billions in debt. And of course it's true that these fiduciary shortfalls directly affect our college budget.

But the sky isn't falling just yet.

Since we've over budgeted in past years, perhaps this year we can examine that 2.4 million dollar figure more closely to find ways to reduce that deficit in ways that more accurately reflect college expenditures. Doing this will require us to leave fear behind so we can project a budget that's not solely management-driven. Paul and Steve have taken a first step in that direction. We should thank them.

Let's not be like Henny Penny and Turkey Lurkey and Cockey Locky, who accepted Chicken Little's story at face value. We shouldn't believe everything we're told. We're supposed to teach our students critical thinking skills, to move beyond pure emotion so we can analyze problems objectively and dispassionately in search of practical solutions to those problems. Why do we teach critical thinking? In part to keep our students from being hoodwinked. Perhaps we should use those skills ourselves, before the sky really does fall on us.

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CCFT ELECTION RECOMMENDATIONS

CABRILLO COLLEGE GOVERNING BOARD

Donna Ziel

Trustee Area I

Alan Smith

Trustee Area VI

Recommendations for Local Office

From Monterey Bay Central Labor Council

Ron Pomerantz

Camille O'Connor Norton

Connie Sauer

Eduardo Montesino

Daniel Dodge

Stephanie Harlan

George Martinez

Robert Chacanaca

Tony Campos

Santa Cruz City Council

PVUSD - TA 1

PVUSD - TA 4

Watsonville City Council, District 4

Watsonville City Council, District 5

Capitola City Council

Santa Cruz County Board Of Education, Ta 1

Sana Cruz County Board Of Education, Ta 7

Santa Cruz County Supervisor

Compiled by CCFT
Committee on
Political
Education

Negotiation

Continued from page 1

ing in mid November to make its first recommendations to the negotiating team concerning compensation. Negotiations then commence in late November / early December.

So where will all this end up? I don't know. You already know the district's position. Its budget for next year has a preliminary figure of a \$3.6 mil-

lion deficit, roughly. There's money put aside now to offset that deficit by \$1.2 million. That leaves \$2.4 million left, and the district is putting together plans to cut \$2.4 million in expenses. Expected increases in medical costs are \$700,000. Increases in salary costs (steps and columns) are \$500,000, roughly. That's for all employees, not just fac-

ulty. If the unions agreed to eat those costs (people wouldn't get step or column increases, and any increase in medical benefit costs would be out-of-pocket for the employees), half of the planned cuts would be covered by concessions.

So is that what's going to happen? You've heard the district's position. Negotiation means CCFT has to agree to any final proposals, and the CCFT

council has yet come to any conclusion as to what it believes to be appropriate and prudent. The other side of this story has yet to be heard. With regards to this month's photo, two thoughts: my favorite lyrics of hers, and one of my favorites of anyone's: "Moons and Junes and Ferris Wheels. The dizzy dancing way you feel." My favorite cover by a different artist: Diana Krall's Black Crow.

Don't Give Up CCEU Report

Alta Northcutt, CCEU Vice President



Ever get the feeling that you should just give up? I'm not sure why our Administration feels the need to trap us into surrendering. There are reasons union work here is so important. Working alongside CCFT has really been a learning experience — and that is good since they are a group of teachers—that I have happily walked away from feeling confident in my role as a CCEU member.

In my short time as (interim) President of CCEU I was able to get my hands dirty in a number of ways, so bear with me as I go down the list.

First I noticed that there is displeasure with the current Administration for their lack of understanding

that we cannot negotiate worker benefits during breakfast, or afternoon town halls or evening emails. That is just something that needs to happen in a room, behind a closed door with a table and a contract, preferably with adequate lighting, not necessarily for the sake of "getting the right mood" but so we can see, and people who know what they are doing.

Secondly I am proud to say that along with CCFT, we were able to postpone participating in the health benefits survey. Not because of a lack of desire to participate in shared governance but simply put, that document should come from our benefits committee, in an effort to really evaluate the feelings of the Unions

before we enter negotiations, not our President.

It is always a great feeling when you get that "ah ha" moment— not sure if we have to pay royalties to Oprah for that. I have realized that sometimes it is not good business to trust projected budgets. Thank you Steve Hodges and Paul Harvell! We go by the word of people we put in charge of the finances and sometimes even when we cannot see the money but have a feeling it is there we should act on that feeling and start investigating. Remember the city of Bell (that should be a bumper sticker). I would ask that as we continue to learn from one another and continue to tow the line for our respective unions that we understand how important it is to maintain coalitions across the lines in times of disagreements because somewhere in the fight there is a common purpose and we can-

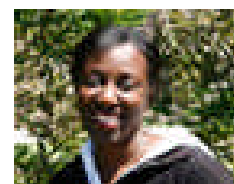
not lose sight of that.

In closing, I remind you that we do good work, and we do it because we support one another:

CCFT and CCEU.

We have a respect for what each of us contributes to this organization as a whole. We know that we all have to do this together in hopes that, in spite of our current economic situations, our students walk away with tools for continued success. As we pop that beer lid and settle into our drunken stupor we can take pride in knowing we had a hand in that.

It has truly been a pleasure working with and for each of you, now Steph can get back to the heavy lifting!



*Alta Northcutt
CCEU Vice President*

CCFT Faculty Profile

Anne Lucero: California Nurse / Cabrillo Teacher

This month's *Faculty Voice* profile features Anne Lucero, from the Nursing Program. Anne's been a CCFT member and Cabrillo employee since 1994. She's also a member of the California Nurses Association and a representative of the HAWK Division on the CCFT Council. Anne graciously accepted our offer to be interviewed by responding to the questions below.

FV: How long have you been active in the union?

I have been a member of CCFT since my first Cabrillo employment as an adjunct in 1994. I am a long standing union supporter having been involved in the California Nurses Association since 1977, serving as an officer in local and statewide boards of director positions from 1979-1992.

FV: Why are you active in the union?

I have found that I can be more helpful to my fellow department and division faculty and staff if I am well informed and involved. The best way to accomplish this is being directly involved as a council member. I represented nurses for many years, and the parallels to education are quite noteworthy. Education and health care are both underfunded and absolutely necessary to the community; both teaching and nursing professions are extremely rewarding and

both are trusted members of the community. The needs of teachers usually stem from concerns for their students and nurses are driven to protect and care for their clients.

FV: Briefly describe your professional background.

I am first a nurse who is struggling to be the best educator I can be. A Registered Nurse since 1976, I began working for Watsonville Community Hospital 1977-2000 as a critical care nurse and often as a teacher and trainer of new nurses orienting or learning to practice in critical care. Then I began teaching at Cabrillo, first part time, then full time in the nursing department.

FV: What's your teaching specialty?

I teach in the second year of the nursing program, Advanced Medical Surgical Nursing, Nursing Leadership, and Simulation. The years of Critical Care Nursing prepare me best to teach these courses that focus on the most severe illness states and the nurse's role in assisting the client to their optimum state of wellness, in the safest environment possible.

FV: What do you like best about teaching?

I have had the opportunity to be involved with many fabulous students, and have participated in forward-thinking changes like the Simulation program we now have at Cabrillo Nursing. This wonderful teaching strategy allows the student or learner to practice nursing skills and decision making in a safe realistic environment, without risk to any client. Our nursing students are exposed to conditions and events that are high risk (emergency or urgent client conditions), and low volume (events that do not happen frequently), so they can gain the knowledge and skills required to provide safe and competent care to their clients, when they graduate and become registered nurses.

FV: Describe a memorable teaching moment.

Just pick one? Wow! Last year several second-year students were having difficulty understanding the concept of a broad view of care of several clients in the Hospital setting in comparison to the narrow view that most students have of just their assignment of two patients. So I

and did a demo of a narrow view with my hands, extending outward, at the side of my eyes, exhibiting the narrow view of a student, then widened my hands outward to reflect the broad view, and the entire class went "Oh that's what you mean!" Then they were all trying it out on each other without any direction, and they later used this demo when they felt overwhelmed, or when they were only able to see the narrow picture. It was great!

FV: What are the most important future challenges for CCFT?

Most people will focus on the economic condition, but I think outreach to the members and faculty is the most important real work. We will not make progress as a group unless we ARE a cohesive group.



Anne Lucero celebrates Fleet Week, San Francisco, 2009



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Where, oh where can I find this in the contract? Oh where oh where can it be?

Vicki Fabbri, Vice President

At the beginning of October about fifteen CCFT reps and officers gathered in a training to figure out how to research the contract for commonly asked questions about provisions. Since we did the training in the TLC we got a chance to navigate the updated CCFT website, click on the contract and start to scroll through the document to sleuth provided scenarios that focused on:

How to move up the salary schedule?

(Article 13, in general, and 13.3 for step and career advancement; and Appendices F through H for the monetary amounts.)

How is reemployment preference defined?

(Article 16, sections 16.8.1-5)

Eric Hoffman, Maya Bendotoff, Paul Harvell, John Govsky and I helped illuminate specifics in the articles. Handouts were

available for elaboration. We found the scenarios a realistic, hands-on way wrap our minds around the more complicated aspects of the contract that now sits on many of our shelves untouched. Based on feedback from reps the past year, we are going to schedule time in council meetings to do regular "contract education," rather than waiting for formal contract negotiation periods.

So, here's another scenario to dig into:

A colleague comes to you and says,

"I'm an adjunct faculty member and I just found out that I have to go to court next Tuesday during the time of one of my scheduled classes. I can't change the court date and I need the money from teaching. Is there some kind of leave I can take? If yes, what is it

and how can I get it? If no, do you have any ideas about how else I could handle this?"

Where in the contract would you look to find an answer? Do you have any other information to give her that isn't spelled out in the contract? How comfortable would you be giving her an answer? If you aren't sure about your answer, who are three people you could ask for assistance?

Let us know what you think the answers are: We'll publish some of the responses in the next newsletter! Any other scenarios you'd like to see here? Do tell!



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CCFT Fall 2010 Meetings Save the Dates

CCFT Council

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

November 8

November 22

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

Part-time Committee

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