

FACULTY VOICE

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

MAY, 2012

President's Report:

Paul Harvell, CCFT President



CCFT President
Paul Harvell



Besides spending time attempting to understand the district's budget by actually looking at the budget, I also try to understand the implications of the budget by looking at what other schools are doing. A meeting a few weeks ago threw me. No district seemed to be taking any harsh or painful measures to deal with this year's large revenue cuts. One reason for this could be that other schools have fluff built into their budgets that can be painlessly cut. Cabrillo doesn't have much of that. Another explanation, faculty are reluctantly to admit to concessions they've made. For example, one college had announced they had held off their administration's pressure to gain salary concessions. What I learned later was that the union had agreed to step and column freezes and cost sharing on health benefits. While those changes may technically not be a salary cut, they are concessions.

Also disturbing was almost no one was concerned about next year, and there were no reports of districts being concerned about next year. One school even reported that their district was putting growth money into their budgets. Wow. Optimism. On the heels of February's surprise where schools saw big mid-year cuts and on a May revised budget that saw the state

deficit grow by billions, one school district is planning on getting additional revenue next year. If it happens, we can collectively sigh relief, but that doesn't mean it should be our planning parameter.

The blasé status-quo attitude found in that earlier meeting stands in contrast to another meeting I was at yesterday, a difference mix of schools, and a different vibe. I don't think the change was the result of recent budget epiphanies on community college campuses. At yesterday's meeting, I heard about several schools that already made wage concessions, and this might be in addition to the often hidden concession of cost sharing of health benefits, something done by many schools now. Also, several districts have already put on the table large concessions for next year: wage cuts of over 7% and 5% in two cases. The unions felt they'll be able to fight back against those which makes one think that 7% and 5% are opening rounds in positional bargaining that will end in cuts of 3% to 4%. CFT emailed me language one school negotiated next year that was contingent on the tax initiative failing which had a wage concession of 2.5%. That was a K-12 district which will probably see cuts smaller than the colleges

(meaning, I wish I could deliver only a 2.5% concession if the tax initiative fails. The governor's budget has us losing more than 6% of our revenue).

I also heard of one school that got a 2% pay raise this year. It was only for full time faculty. I wonder what the back story is there.

Looking at what other schools might be doing isn't proving particularly useful right now. As hindsight becomes 20/20, it will be more telling, but for now, CCFT is back to looking at dollar entries in the college's budget.

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Health Benefits Update: Rates for 2012-13

Maya Bendotoff, CCFT Director

Rate renewal increases just came in at the Benefits Meeting Friday, May 18, 2012. Increases from 2011-12 to 2012-13 are as follows for the current plans:

- Blue Shield HMO
 - ◊ High HMO Plan: 5.2%
 - ◊ Low HMO Plan: 5.0%
- Blue Shield PPO
 - ◊ High PPO Plan: 7.7%
 - ◊ Medium PPO Plan: 7.9%
 - ◊ Low PPO Plan: 5.6%

In addition to rate increases, the presentation included an alternate HMO plan (which CCFT is likely not interested in) and a new PPO plan (that we will look into). Modifications to the alternative "High PPO Plan" would lower the annual calendar year deductible and co-payment maximums while slightly increasing co-pays for prescription drugs and doctor's visits.

CFT Convention 2012 – San Jose

“Newbie”

Susan Stuart, Theater Arts

When I heard about the annual California Federation of Teachers convention scheduled for San Jose, I thought, “This would be a great time to see what this convention is all about.” Because it was scheduled for the last weekend of our Spring Break, some other CCFT Council members had previous commitments and the delegate field was pretty open. So I got the nod.

Our wonderful leader, Maya Bendotoff agreed to carpool me there on Friday morning so I could attend as many of the activities as possible. I had a temporary medical disability so Maya suggested I check into my hotel room (the Fairmont where the whole convention took place) and ‘play it by ear’ as to what workshops I would check out that afternoon. When we arrived, there was huge crowd on the esplanade in front of the hotel: union members and musicians, flags, kids and citizen groups all energized around the speeches and theme of “Our State, Our Future, Our Fight”. It was inspiring to see the educators of California represented by such a diverse, committed throng! CFT after all is the statewide affiliate of the American Federation of Teachers and represents faculty, staff and other school employees in public and private schools and colleges, from early childhood through higher education. We were everywhere!

Afternoon workshops were varied, some geared toward K-12 issues, some toward political and social agendas, some toward higher ed, but one issue remained on everyone’s horizon: the need to pass the big tax initiative in November, a merged initiative named “Schools and Local Public Safety Protection Act of 2012.” which had been cobbled out only weeks before between CFT’s original Millionaire’s Tax and Governor Brown’s initial tax proposal. A special plenary session on Saturday featured CFT’s part-

ners in this effort: Rick Jacobs of the Courage Campaign, Christina Livingstone of the Alliance of Californians for Community Empowerment, and Anthony Thigpenn of California Calls. Their input was instructive and inspiring.

That Friday evening, we delegates drifted around one of the large banquet rooms (and hallways) for an ‘hors d’oeuvres social’ where I got to chat with teachers not just from Santa Cruz County – Pajaro, SC City Schools, etc, but also members from Northern California, Los Angeles, and even joshed with Josh Pechthalt, CFT’s president. The camaraderie was substantial, empowering and fun.

My favorite activities were the Sat afternoon and Sun morning “Floor Debates” where issues already hammered out in committee sessions (two of which I sat in on Sat morning) were to be voted on by the entire delegation, formalizing the CFT ‘platform’. There were many delegates who rose to the two floor mics to express concerns and/or validation of these issues. I was impressed with the overall knowledge and passion of these speakers, and the rules of order which kept them all in reasonable time frames and civility.

By the time of adjournment Sunday afternoon, I felt gratified to have been a part of it all. On the ride home with several local teachers, John Govsky and I continued to debate specific Cabrillo College concerns raised in the weekend’s conversations. If I can keep the ideals of ‘working toward our educational goals together’ that permeated that weekend, and pass them on, my time there will have been very well spent. Thanks



CCFT Represents

Sadie Reynolds, Sociology

On April 13-15 several CCFT Delegates descended upon San Jose’s Fairmont Hotel to represent our membership and gather energy for our work as unionists. In addition to our President Paul Harvell, Vice President John Jovsky, and Director Maya Bendotoff, Eric Moberg, Conrad Scott-Curtis Susan Stuart, and I attended. The theme of this year’s conference was “Our State, Our Future, Our Fight,” and a key focus was electoral success at the 2012 polls through passage of the Schools and Local Public Safety Protection Act (our compromise tax initiative) and defeat of the Corporate Deception Initiative, a measure that would hobble unions by taking them out of politics entirely. Friday morning began with a one-mile March for Fairness, behind the ILWU Drill Team through downtown San Jose, culminating with a noon rally in Cesar Chavez Park. Saturday also began energetically with a rousing taiko performance by San Jose Taiko. Guest speakers on Saturday included Bill Fletcher, Jr., a longtime labor, social justice and international activist who provided vision and inspiration in his talk about the importance of building a unionism for social and economic justice; and David Cay Johnston, Pulitzer Prize winning journalist and author on taxation and economic justice. It was wonderful to have such an engaged contingency represent CCFT at the conference and we hope to send even more Delegates next year.



Sadie Reynolds honored (above).

John Govsky (left)

CCFT Leads in Signature Drive

Sadie Reynolds, COPE Co-Chair

In April our statewide affiliate, the California Federation of Teachers (CFT), reached a compromise with Governor Brown to join forces and promote the Schools and Local Public Safety Protection Act of 2012. CCFT’s COPE had already been working hard on education and signature gathering for the Millionaire’s Tax. Returning from spring break to this momentous shift, with only three weeks to gather signatures for the new initiative, was a challenge. But we met it and exceeded all expectations. In fact, CCFT showed up in the top five locals in the state in both the number of signatures gathered and the percentage of members that number represents. We gathered 628 of 11,135 signatures gathered statewide, representing 120% of our membership! Much appreciation goes out to Maya Bendotoff, Sarah Albertson, Enrique Buelna, John Govsky, Martha Orr, Susan Stuart and many other CCFT members who contributed to this effort (you know who you are!). Next, COPE turns it energies to helping get it passed. Passage of the Act will make a grim budget situation **considerably** less dismal.

Democracy in Action

Eric Moberg, English

As a former CTA member who served on negotiations teams and exec boards, I must salute my CFT sisters and brothers for their true dedication to running a truly democratic organization. Beginning on Thursday night and running all the way through Sunday afternoon, much of the convention time and energy went to drafting, debating, and considering resolution proposals, almost all of which came directly from rank and file union members.

I never saw anything like it at CTA. Long live our union!

Health Benefits in Sequence

Maya Bendotoff, CCFT Director

The benefits stipend for full-time faculty members, and all other employee groups, has for decades been based on the District paying for 100% of the base-level HMO plan (the "low" plan) for employee and dependents as well as dental, disability and life insurance. Over the past several years, with health benefits facing double-digit increases, the union has agreed to change coverage groups (from the self-insured Joint Powers Authority to participation in Self Insured Schools of California or SISC), change medical plans (from Health Net to Blue Shield HMOs), and various other medical plan changes (increase in co-pays, increase in the cost of pharmaceuticals, etc).

In tandem with these changes, and in part a result of higher out-of-pocket costs, in the past year, there has been a significant shift among full-time faculty from the "High" HMO to the "Low" HMO. Part-time faculty have increasingly shifted to the "Low" or "Catastrophic" PPO Plan. For the time being, input from both faculty and staff has been to maintain the "Low" HMO plan with no

Shift in Percentage of Faculty on Medical Plans 2010-11 to 2011-12

Note: 100% of FT faculty are covered, less than 8% of PT faculty are covered.

	Blue Shield HMO		Blue Shield PPO		
	High \$10 Co-pay	Low \$25 co-pay	High \$300 Ded	Med \$500 Ded	Low \$2,500 Ded
Full-Time Faculty					
2010-11	50%	15%	25%	7%	3%
2011-12	16%	51%	23%	7%	3%
Part-Time Faculty					
2010-11	11%	58%	8%	11%	13%
2011-12	10%	54%	4%	12%	20%

further plan degradations.

For next year (2012-13) and the current year (2011-12), rate increases have been lower than trend, with an additional 2% reduction thanks in part to funding in Obama's Affordable Health Care plan. How CCFT will move forward with rate changes for this year will be dealt with in the next couple of weeks—please look for email updates on the issue.

In the meantime, it is worth noting that the health benefits stipend has literally doubled in the past decade (for employee only, employee + 1 and employee +2). Once we restore funding to education (and even if we don't), we'll need to determine the right balance of funding salaries vs. funding benefits. As

we do so, we need to consider the impact on retirement benefits (that increase with larger salaries but not larger benefits) and

other factors. Please stay tuned and be sure to share your input with your CCFT representatives.

Dependent Coverage: Medical Plans

Faculty with employee only, employee +1, or family coverage. Includes all faculty currently using District medical plans.

Full-Time Faculty 2011-12		
	Percentage	# of faculty
Employee	35%	72
Employee + 1	26%	54
Family	38%	78
		204
Part-Time Faculty 2011-12		
Employee	100%	50
Employee + 1	0%	0
Family	0%	0
Total		50

Health Benefits Rates for 2012-13

Continued from page 1

Other significant changes:

- ◆ A new service, called an Employee Assistance Program will be offered.
- ◆ A \$10,000 Accidental Death and Dismemberment Plan will be provided for all plans.

emails on this topic. To see the benefits presentation, go to: <http://www.cabrillo.edu/services/hr/benefits.html> (at the bottom of the page).

CCFT will solicit input from faculty on whether or not to switch to a new HIGH PPO plan with lower rate increases. Cost breakdown of possible PPO plans



CCFT will be soliciting faculty input on how to move forward. Please keep your eyes peeled for all faculty

Rate Changes for the LOW HMO Plan

12thly	2011-12 LOW HMO	2012-13 LOW HMO
Emp only	644	677
Emp +1	1288	1,331
Emp +2	1777	1,877

Rate Changes for the Current HIGH PPO and Possible Replacement Option HIGH PPO plan

12thly	2011-12 HIGH PPO	Renewal-HIGH PPO 2012-13	Replacement HIGH PPO 2012-13
Emp only	853	911	887
Emp +1	1514	1640	1597
Emp +2	2320	2507	2439

Tattooed Union

Jefferson "Hot for Teacher" Hancock, Editor

In listening to Van Halen's March 2012 release, *A Different Kind of Truth*, we find the following surprise in the song "Tattoo":

*Uncle Danny had a coal tattoo.
He fought for the union.
Some of us still do.*

*On my shoulder is the number
of the chapter he was in.
That number is forever
like the struggle here to win*

What?! Did I hear that right? Was I listening to Van Halen or Pete Seeger? Shouldn't I be hearing lyrics about booze and babes? (That comes later in the song). How refreshing it was to hear pro-union lyrics in today's anti-union climate.

The key word for me in David Lee Roth's lyrics is "struggle" and too often we forget that word. The speaker thinks Uncle Denny's struggle was important enough to ink his arm for it. While I'm not ready to ink my arm for anybody, with these lyrics I am reminded of what others have had to go through to get what many take for granted today.

Uncle Denny's coal miners went on strike numerous times, and paid dearly for efforts to organize and fight for living wages and better working conditions. John Sayles' film *Matewan* dramatizes a 1920 event in which West Virginia coal miners seeking to organize faced off against mine owners and their hired detectives. The incident culminated a famous gunfight called The Battle of Matewan during which several miners and detectives were killed. That struggle is one of many.

In 1934, the ILWU longshoremen had to shut down the docks and get their heads beaten in to protect their wages and working

conditions.

More recently, in Mexico, the Oaxaca teachers who appeared in our newsletter a few years ago paid to protect their wages and working condition in blood.

Today, our struggle is to try and maintain a living wage in a time of so much economic uncertainty, and organized labor is unfairly blamed for the economic condition we're in. Thus, while we fight to retain our pensions and keep up with the cost of living so we can put food on the table, the people who created this problem - Bank of America, Chase Bank, and Shereson Lehman among others - get off scot-free. So the working folks and the unions who speak for them at the power table are to blame because the housing market busted and the super rich looted our pension funds? Give me a break.

One of the more recent examples of anti-union sentiment comes from Wisconsin Governor Scott Walker, who, according to a *Huffington Post* article by Todd Richmond from May 11, employed a "divide and conquer" strategy for taking on unions by first going after public employees' collective bargaining rights." Walker added, "For too long, a handful of special interests controlled things at the state and the local level....I wanted to stand up and fight on behalf of the hardworking taxpayers." I'm sure some of those hardworking taxpayers are also union members who rely on their unions to maintain their living wage. Many of them desperately need the collective bargaining rights Mr. Walker is taking away.

Meanwhile, in January of



this year, we find that Michigan's government has joined the anti-union parade and is seeking to pass four measures designed to curtail union power, including two which fine workers and their unions for striking and picketing.

In our state, we find legislation in the form of the "paycheck protection" law, which many view as a "paycheck deception." Ballotpedia.org says: "If approved, the initiative will

- ◆ Prohibit the government from deducting union dues from government employee paychecks that will be used for political purposes.
- ◆ Ban contributions to candidate-controlled committees by corporations and labor unions.
- ◆ Ban contractors who receive government contracts from donating to the officeholder who awarded the contract."

In a January 2012 article from the Teamsters Local 481 website, Victor Torres writes, "In a nutshell, the life blood that enables working people to have a say in politics is through voluntary contributions of time, effort and money from the thousands of Union members across the State. This Proposition will discontinue these voluntary contributions." Watch out, C.O.P.E.

Finally, locally, we find that latest round of budget reduction proposals includes elimination of one position and 50% of another in classified ranks. One of those positions belongs to the CCEU president and the other to the CCEU Chief Steward. Is that a crazy coincidence or what?

No one can deny that it's hard to keep paying professionals a living wage when the public coffers are dry, but what

alternatives do we have? Plenty. For one, we can continue our political activism through CFT and vote down anti-union proposals at the state level. We can also continue to press for progressive tax initiatives and demand regular, stable funding for public services. Locally, we can support CCEU leadership and continue to examine the college's ending balance. If our college had a 2 million dollar budget surplus last year, we need to look at where that money went and see how much of it might be put toward this year.

In the end, with a union, we can ensure our interests are represented. We can have someone to speak for working families. If oil companies and developers can have super PACs, why the hell shouldn't I have a union like CFT to shout and to influence public policy so I can keep my paycheck? What's wrong with earning enough money pay for decent living conditions, to put food on the table, to send my kids to school? Educated, healthy people make for a more pleasant and productive society and my union fights for that. If a few arms have to be twisted and a few politicians have to be influenced, so be it. The fat cat corporate business toadies have enough dough to buy lobbyists and lawyers to protect their interests. Why shouldn't I have a union to promote mine?

So the struggle continues, and, as David Lee Roth reminds us, it's forever. And long as it's forever, we'll need a union behind us.



Our Union and Our Support System

Julie Hanks, Reading

Like many Julies before me at Cabrillo, I come from a Union family. I have been a member of AFT since 1982 when I joined in New Mexico at the elementary school level. We almost went on strike—I was earning \$16,500 with 10 years of teaching experience and a Ph.D. After demonstrating for weeks, the district and I received a major increase—my pay was now \$22,000! But, this is not about New Mexico. This is about Cabrillo, and the year is now 2012, and in three weeks, I am going to retire.

Most people take the Union for granted. They pay their dues and show up for the free lunch every semester. They really don't know the huge efforts the Union Board members make to keep our salaries, benefits, and working conditions comply with

other colleges and make our paychecks as plump as possible.

When I started at Cabrillo, I was desperate for a job to get out of Lassen College and into a college with integrity and collegiality. When I was hired, John Hurd, himself new to Cabrillo, had the sagacity to encourage his new faculty to join the Union. I already was in AFT, and soon I was part of the Cabrillo, CCFT Community.

To escape Lassen, I left my poor husband, my house, and my two dogs in Susanville and came down, enrolling my son into a REAL high school. After paying rent, my son and I settled into a routine of home cooked meals and staying home. Only five years of my teaching experience was counted, and I took a pay cut of \$7500.00. Then, the Union stepped in.

Within several years Cabrillo had gone from the bottom of the list of community colleges to the top

one third. Five years of accepted experience went to seven years. Other adjustments were made to the benefits, and until Bush's second term, we were doing well financially—we even had one of the larger CC emergency accounts.

I never wanted to make waves, so I let some unacceptable behavior by some administrators slip by, but when I finally had enough, all I needed to do was talk to the grievance officer. We met with the administrator, and we were able to negotiate a resolution. I asked myself why I had never done this before in the zillion of years I had been here. No hard feelings, quick resolution, and two satisfied parties. Instructors need to know that "they are not alone." Their union is there for them.

Union friends are forever. I am still friends with people with whom I worked on membership over 20 years ago. I met people from "across the

street" that I would never have known. Instructors at Cabrillo support each other—we are all in the trenches, and we are all feeling pinched and compromised, but we try to work together no matter what. As of this date, no instructors have redecorated their offices, no instructors have gotten paid for working extra hours on the Amgen Tour Stage Two that no student (who can't park) and no instructor approved. No instructor receives extra money for volunteering for serving on committees or covering for colleagues (as administrators do). No, we are a group of people who support each other and will continue to do so as long as we join and participate fully in our Union, CCFT. And, maybe, when the Board hears and sees us at their meetings in full strength, we shall achieve one of our greatest goals—**shared governance.**

Congratulations Retirees!

The following folks have elected to retire this year. Congratulations. We'll miss you. Please also remember to attend the party to celebrate and honor our faculty and staff retirees at the Sesnon House on Friday, June 1, at 7:30, just after graduation.

Jamie Abbott, Art
Virginia Coe, English
Shirley Flores-Munoz,
History, Women's Studies
James Griffin, Computer Science
Julie Hanks, Reading
Steve Larson, CABT



Katherine Niven, Culinary Arts
Reddington, Susan, English
Joseph Ribeiro, Theater Arts
Graydon Ross, Spanish
Deborah Shulman, Learning Skills
Pattie Tomnitz, Counseling (DSPA)
Elissa Wagner, English

Several of these retirees, including
**Elissa Wagner, Julie Hanks, Jamie Abbott,
Deborah Shulman, and Jim Griffin**
have made significant contributions to local 4400 over the years.

Sixth Annual Cabrillo College Social Justice Conference a Success

Cheryl Chaffin, English Instructor, Faculty Moderator, and Conference Attendee

The Cabrillo College Sixth Social Justice Conference took place at Aptos campus on Saturday, April 21, 2012. The morning opened with spiritual and political direction to guide us in acting for social change. Ann Marie Sayers, Chairperson of Indian Canyon Nation reminded us that we live and act on former Ohlone lands and offered a blessing of sage and feathers in the four directions. Cabrillo College Governing Board Member, Donna Ziel, introduced Congressman Sam Farr and reiterated Cabrillo's continuing commitment to issues of social justice. Throughout the day there was acknowledgment that these are challenging times for public education and that Cabrillo College, particularly its student population, has felt the impact of continuing budget cuts. Congressman Farr encouraged attendees to fully engage the political process, to shape democracy, and express views and needs to elected representatives. Dr. Ekua Omosupe defined the value of social justice education in contemporary curriculum and in students' lives.

Native American literature instructor Stan Rushworth comments that participants expressed deep gratitude for bringing elders to the conference. He was moved by how many people took an interest in Native concerns, "as our issues are very much at the heart of social injustice in the Americas." Participants

seemed to realize the depth of the indigenous message that social justice is a collective effort and that "solutions require global thinking and communication, not division into separate ethnic communities." Several panels addressed environmental justice and sustainability (Health Sciences students, Sustainability Council, Rosalind Peterson, and Sarah Davies). Other panels addressed discourses of identity (Puente students, Asian Culture Club, and Tibisay Strazera); social equality across genders (Adrienne Furnish); separation between church and state (Secular Student Alliance); prison reform (Max Caldwell); American socialism (Eric Moberg); and, multimedia documentation for social issues (Tosh Tanaka and William Herkelrath).

In the afternoon UCSC Rainbow Theater under the direction of Don Williams gave a commanding performance with strong message about social justice. The performance enacted the struggles for personal and social freedom, and the intimate links and divergences between personal histories as they influence work for social change in collective public space. Janus Blume and David Winters provided singing and music to inspire our dedication to labor unions in the cause of social justice. Tobin Keller and Rose Sellery provided an audiovisual retrospective of art installations at the Cabrillo College Gallery addressing historical trauma, healing, and political and social activism. David Sullivan read poems in multiple voices about the Iraq war from his new book, *Every Seed of the Pomegranate*. Joseph Watkins, the Student Trustee, gave a powerful

speech about social justice and student success.

The creative and critical discussion and action that has emerged of this conference is high. This year, for the first time, the conference will produce the *Social Justice Journal*. The cover design has been awarded (by jury ranking and popular vote) to student artist Felix Vayssieres. The journal includes visual art, poetry, interviews, and essays by students and faculty. The journal is academic in tone and interdisciplinary in the writing it will publish. Yaming Shen, this year's conference coordinator, has extended an invitation to the Cabrillo College community to assist with editing and production of the journal.

This year's conference was a success with three hundred students, faculty, and community members in attendance. Sociology instructor Jackie Logg has devoted time and energy to every year's SJC because the event encourages, empowers, and enlightens students. Student Daniela says, "This was the first conference of any type that I have ever attended. I'm so glad that I went because I found a lot of motivation." Jesse comments, "I think this sort of event is exciting. There was a buzz around campus that made it clear that people wanted to be there." Raul shares, "To be honest attending the SJC was amazing. I learned so much about what is happening in the US. I give it two thumbs up." Sarah notes, "Incredible experience working with whole community." Joseph emphasizes, "Empowering event that is necessary given the hardship that education is facing." Santa Cruz County Community Coalition To Overcome Racism writes,

"This year's Conference is what makes Cabrillo College stand out as a resilient and humanitarian educational institution. Applause and kudos to the instructors, students, administrators, staff, and community members who accomplished a monumental hurdle in spite of times of limited funds and low morale."

Thank you to all who participated! We invite everybody to join a SJC workshop during fall flex week on Tuesday, August 21 from 5:00 to 6:00 p.m., just after the Faculty Senate meeting, to inspire SJC 2013.

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CCFT Faculty Interview: Kelli Horner

This month's *Faculty Voice* interview features Cabrillo's newest tenure-track faculty member, Kelli Horner of Engineering.

Q: How did you get where you are today professionally?

A: I got to where I am today professionally with the support of my parents, friends, pinnacle teachers, and Bobby McFerrin's "Don't Worry, Be Happy". My 7th grade math teacher, Ms. Johnson, would play McFerrin's hit song while we would take tests and from that point forward this song helped me get through the most grueling exams and professional design problems. After high school, family, friends and teachers expected that I would attend a four-year institution after graduation; a short path to becoming a professional engineer. I, however, found myself enjoying a longer path. After three years at Cabrillo, three years at Cal Poly Pomona, one and a-half years at Stanford and more hard work than I ever expected I attained my educational goals. I loved it and I am very proud of my extended education and life experience. Adding five more years to my professional history working as an Environmental/Civil Engineer, I now find myself honored to be working on the newly awarded Science, Technology, Engineering and Math (STEM) grant with Jo-

Ann Panzardi and the other great members of the STEM grant team here at Cabrillo. "Don't Worry, Be Happy" still plays in the back of my mind whether at work or at play.

Q: What do you like best about teaching?

A: I enjoy many aspects of teaching, of which I am sure everyone here on campus would agree. Some of these aspects include the collaboration of teaching styles and tools on and off campus, the personal interaction with students (learning about their lives and their educational outlook), and the life-long learning through the challenges and triumphs with my students. In addition I also enjoy living and breathing the campus life and the flexibility teaching allows me to have with my family.

Q: What do you see as your greatest challenges as a teacher?

A: Learning to write legibly on the white board! Really, it's horrendous. I've been practicing in class and at the TLC. Feel free to send me any tips, kehorner@cabrillo.edu!

Q: Describe a favorite teaching moment.

During the last field day of the Surveying class last semester, one of the student surveying

crews was walking me through their go-kart track design on the lower campus athletic practice fields. As the students and I approached the end of their track to check whether their accuracy paid off, we realized that their final and initial stakes did not match and the error was significant. Frustration set-in, but after minimal deliberation an understanding of the possible errors was apparent and then relief set-in. I was happy to have added one more learning experience to their semester and I reminded them that the lessons would continue to get more challenging, but also more rewarding. Their smiles of agreement were all I needed to feel the gratitude and appreciation that can come with teaching.

Q: Why did you choose Cabrillo?

A: My years at Cabrillo were the highlight of my entire educational background, mostly because of the intimate setting, academic support, athletic opportunity and comfort of being close to home. I tell many people that if I could have pursued a PhD while attending Cabrillo, I would have. Cabrillo has it all; environmental beauty, faculty with astounding intellect, athletic prowess, passion for it's surrounding community, excellent childcare and life-long mentors. I chose Cabrillo many years ago and I feel extremely fortunate that Cabrillo chose me in return.

Q: What do you see as CCFT's role in the future?

A: Even as a new member to CCFT, I have seen the immense value that the union provides for its

members; keeping everyone abreast of our current budget situation, as well as providing us with friendly avenues for comment and expression of concerns. I see CCFT's role in the future as continuing to be committed and engaged to united goals between its members and the institution.

Q: Summarize some of your important professional accomplishments?

A: Three important professional accomplishments come to mind, which include the successful completion of a design/build bridge project in Scotts Valley, assisting a small Guatemalan community with their hydro-electric power house and teaching my first few semesters of Engineering at Cabrillo. However, none of my past professional accomplishments seem as important as acquiring the new, full-time position to assist in the coordination of the Cabrillo STEM grant.

Q: What do you do for fun when you're not working?

A: When I'm not working, I love spending time with my family doing nothing and everything, whether at home, at the beach, on our bikes, in the mountains, at grandma and grandpa's or traveling internationally. When I'm not having fun with my family, I enjoy riding my bicycle up mountains, sitting quietly, swimming in the ocean, or reading on a rainy day.



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CCFT Election Results

Debora Bone

CCFT members cast 97 ballots in this spring's election. Article 11 changes to the contract were ratified, 89 yes, 3 no. Debora Bone, was elected to serve as Co-Vice President for a one year replacement term and Beth McKinnon begins a two year term as Membership Chair.

Division Representatives, serving two year terms are

as follows: For the BELA division, Vicki Fabbri (in her ACE role), Francisco Iniguez and Jason Malone. For the HAWK division, Gail West. For HASS, Claudia Close and Dan Rothwell, and for VAPA, Brian Legakis and Susan Stuart. These reps join those continuing on in their second terms. Thanks to everyone for participating to make the union strong.

Adjuncts May File for Unemployment

Unemployment legislation indicates that adjunct faculty do not have "reasonable assurance of employment." Because of this, many adjunct employees are eligible to collect unemployment benefits between semesters or sessions.

To file

Applications can be filed online at www.edd.ca.gov/fleclaim.htm or by calling the Employment Development Department (EDD) at 1-800-300-5616.

In filing your claim, note that your union number is AFT local 4400.

More Information

For filling information and details about eligibility see the EDD website at www.edd.ca.gov/fleclaim.htm.

For local information see the CCFT website at <http://ccftcabrillo.org/unemploy.htm> for local info.

Another Winning Burrito Bash for Solidarity

Debora Bone, CCFT Vice President

Union members from CCFT and CCEU joined forces to celebrate spring and appreciate each other on Friday May 4th. Hosted by Jill Gallo who offered her charming home and garden for the festivities, guests were treated to chili Colorado, green chili stew, Mexican rice and other amazing appetizers and treats. Rousting rounds of ping-pong showed off the skills and determination of faculty and staff who have all become champions of keeping many-balls-in-the-air during this busi-

er-than-ever year.

Offering a touch of style, 4-inch heels were noted on a select sampling of feet, while others breathed a Friday sigh of relief and came happily in jeans. A couple of children were seen scaling the large tree in front of Jill's house. By the end of the evening, a nearly full moon shone its magic on all assembled.

It may take some magic to manifest our collective wishes and bring back investment in education as a high priority for the state. Many

union members will be working to see that the initiative passes in November to help make this come true! Once again, taking time to hang out together, it felt great to celebrate the shared value of keeping our unions strong. There's nothing like a good party to remind us that our commonalities as workers far outweigh our differences as a motley crew of individuals. May this year give us new opportunities to demonstrate how much we can accomplish by playing and working together!

Events for Part-Timers

Unemployment Filing Session

Monday, June 4
10-12 a.m.
Room 1303.

The Part-Time Committee will host a workshop for filing for unemployment benefits on Monday, June 4 from 10-12 in room 1303. Please RSVP in advance to your Part-Time Chair Sadie Reynolds:

sareynol@cabrillo.edu and ccft@ccftcabrillo.org.

Adjunct Coffee Break

Thursday, May 24,
9-10:30 a.m.

Aptos Faculty Mailroom

In the context of tightening budgets and lay-offs we need solidarity and support. Please join your PT Reps on CCFT's Council and Executive Board for a drop-in Coffee Break to acknowledge the loss of units by PTers at the college, to ask questions or share your concerns. Or just come by to say hi and grab a cup of tea. Hosts include CCFT VP and Faculty Senate Rep John Govsky, PT Chair Sadie Reynolds, Grievance Officer Eric Hoffman, and Director Maya Bendotoff. Hot beverages, fruit and pastries to be served. We hope to see you there!

MBCLC Endorsements

The Monterey Bay Central Labor Council has endorsed the following measures and candidates in the upcoming June election.

YES on Measures I and J, parcel tax renewals in Santa Cruz City Schools District

Santa Cruz County Supervisor, District 1:
John Leopold

Santa Cruz County Supervisor, District 2:
Zach Friend

Santa Cruz County Supervisor, District 5:
Eric Hammer

Monterey County Supervisor, District 1:
Fernando Armenta