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Negotiations Update **Agreement May Be Within Reach, Stay Tuned**

CCFT and the District remain in negotiations regarding salary and have agreed to extend the current Contract Agreement through December 15, 2016.

As mentioned in the September update, CCFT and the District have already settled on most items (see below); the only item pending agreement is salary for 2016-17. The Governing Board had previously asked us to postpone negotiations over the summer so they could further examine the college budget and related issues.

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YES on Proposition 55 Rally!

by Tobin Keller

Join the CCFT on Wednesday, October 19, from 11am-12:30 pm, in the upper quad, below the 100 building, for a lively YES on Prop. 55 rally. With support from the Cabrillo College Student Senate and other student clubs as well as educators and elected officials across the county, our rally will highlight the importance of Prop. 55 and its importance for the future of Cabrillo College.

Eat free pizza and beverages as you listen to motivating and impassioned speeches from our students and faculty. Bring your light colored shirts! Or purchase a t-shirt on-site for a unique YES on 55 screen-print at our pop-up screen-printing booth. This single color printed design will feature the artwork of a Cabrillo student and the winner of a \$100 honorarium thanks to our COPE fund. The Accountable Intersectionality (AI) Club will be selling white t-shirts at a nominal price. Our Student Senate will host a voter registration table during the event. Please announce to everyone!

Prop. 55 - TAX EXTENSION TO FUND EDUCATION AND HEALTHCARE. California students, schools and colleges can't afford to go back to the days of massive teacher and staff layoffs, larger class sizes, and cuts to programs like art and music. The state should protect essential services! Proposition 55 does not raise taxes on anyone; it simply maintains the current income tax rates on the wealthiest Californians. Prop. 55 prevents \$4 billion in funding cuts to public education and protects other vital services, like children's health care. Money goes to local schools and the Legislature can't touch it. Prop. 55 contains strict accountability requirements to ensure funds designated for education go to classrooms, not to bureaucracy or administrative costs.

CCFT President's Report

by Karl Elwald

I don't think I've ever felt a semester move by so quickly... I suppose in saying that I should emphasize that I mean this in a positive sense! I attribute much of this to the many facets of my new role in CCFT. Each day reveals another aspect of the college and its relationship to the community. It is almost fractal in nature. Everywhere you look you find detail and complexity you hadn't imagined and people diligently focused on making it all work.

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Negotiations Update

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If the negotiations teams are able to reach agreement on October 17, we would ask CCFT Council to ratify on October 24. If Council approves, the tentative agreement would go out to membership for ratification on or around October 25 with a deadline of November 3.

Please stay tuned for more information and be prepared to vote at the end of October in case we have agreement by then.

Tentative agreement has already been reached in the following areas (these will be posted online at ccftcabrillo.org):

Article 10 Leaves

This article was updated to incorporate new leave laws.

- ◆ Faculty may use up to 30 days of sick leave (“Personal Illness and Injury Leave” in 10.2) to care for a new child. This leave applies to biological and nonbiological parents.
- ◆ State Disability Insurance for adjunct faculty members has been added as section 10.8 (formerly included via Side Letter of Agreement). SDI includes Disability Insurance and Paid Family Leave.
- ◆ Leave pertaining to domestic violence, sexual assault, stalking is now specified in 10.2 and 10.3.

Article 14 Health and Welfare Insurance Coverage

This article was updated to incorporate:

- ◆ Current benefit plans and stipend amounts. *The District estimates their cost increase in health benefits to be equal to a 0.52% salary increase).*
- ◆ Access to benefits plans for all adjunct faculty members, including those that do not qualify for a District stipend (formerly included via Side Letter of Agreement; the “bronze” plan offered complies with requirements of the Affordable Care Act).

Article 17 Evaluation

Various subcommittees have met to for a long time to propose and incorporate changes. The most substantive change is that the self-evaluation form will now be used as a centerpiece of the process. Eric Hoffman and Isabel O’Connor are our experts on the revised process, if you have questions please feel free to contact them.

Article 21 Duration

Updates the dates the Contract will be effective: (from ratification) through June 30, 2019.

Article 26 Reopeners

At this point it looks like we will have the following reopeners (pending tentative agreement):

- ◆ 2016-17
 - Article 8, Safety (CCFT)
 - Article 11, Workload
 - *DC Matrix*
 - Board Policies & Appendices (District)
- ◆ 2017-18
 - Article 7, CCFT Rights (CCFT)
 - Article 9, Professional Development (CCFT)
 - Article 11, Workload (District)
 - *DC Matrix*
 - *Teaching load (11.2)*
 - Article 13, Salary
 - *Includes the Children’s Center teacher*
 - *salary schedule (District)*
 - Article 14, Health and Welfare Insurance Coverage
 - Article 16 (CCFT and District)
 - *Reemployment preference*
 - *Other*
- ◆ 2018-19
 - Article 11, Workload (District)
 - *11.2.2.12: Art History Slide Factor*
 - *11.5.5: Other Academic Specialists*
 - Article 13, Salary
 - Article 14, Health and Welfare Insurance Coverage
 - Board Policies & Appendices (District)



CCFT President's Report

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This has been a very busy fall for everyone in CCFT. We have a lot of parallel efforts going on and it is only through the efforts of all our active members that we could possibly take on so much. It is easy to support the ideas behind Proposition 55, but it took the collective efforts of our Solidarity and Community Leadership team to get all the pieces together and organize the YES on 55 rally for October 19th from 11:00 to 12:30 on the Quad. We hope to see you there!

As you probably know, we have two strong candidates for the Watsonville (Area 5) seat on Cabrillo's Governing Board. CCFT hosted a forum at the Community Foundation of Santa Cruz so our members and community could ask questions and hear directly from Daniel Dodge and Leticia Mendoza about their vision for the college. After a bit more than an hour of discussion with the candidates everyone who participated had a much better understanding of the candidates and their thoughts for Cabrillo. We then said goodbye to the candidates and engaged in a lengthy discussion which resulted in our COPE committee voting to endorse Daniel Dodge for the board seat.

Even as negotiations continue, it is amazing to see how much work goes into modifying and maintaining the contract. It's a large interconnected document and keeping it clean and tidy requires a lot of focus and attention to detail. Changes are tracked rigorously with strikethrough copies so you can review exactly what's being changed.

I guess the point of all this is that while the union is about ideas, it is also about on-the-ground participation. It can be about doing things you believe in and helping to make the change you want to see. Maybe meetings aren't your thing... But maybe there's another way you can help CCFT and in turn help Cabrillo become the college you envision.

Legislative Victory

Assembly Bills Give Adjuncts Right to Negotiate New Protections

by David Lau

Governor Brown has signed two bills, AB 1690 and 1379. Together they will give adjunct instructors new rights to negotiate seniority, including mandating workloads between 60%-67%. Adjunct instructors comprise two thirds of the workforce of the community college system in California and teach half of all classes, yet they often face uncertain conditions, even with many years of professional experience. These precarious workers walk on the moving sands of variable assignments at multiple institutions. The signing of these two bills by governor Brown will amount to strengthening the job security of long-time adjuncts. A much stronger bargaining position on adjunct seniority is now stipulated in the law.

One-time adjunct Jose Medina (D-Riverside) drafted the original bill 1690, which would have required a guaranteed workload determined by seniority. Brown balked at signing while the Community College League of California called this bill one-size-fits-all. Brown had in recent weeks signed other worker related bills, including a new law mandating overtime pay for farm workers, but he was here insisting on "district flexibility" in negotiations, a species of his "local control" doctrine. A fix was in order, as Alexei Koseff, writing in the Sacramento Bee, notes: "But after the community colleges objected to proscriptive provisions that they said would have put them at a disadvantage in bargaining, the Legislature amended the measure with SB 1379, by Sen. Tony Mendoza, D-Artesia."

With reemployment rights today offered at only a minority of colleges in the state, the passage of this bill is a very real victory for adjuncts. CCFT Vice-president John Govsky testified before the assembly in support of this bill on two occasions. In this case, the persistence of the union and its activists has paid off. CFT will be working hard on the passage of Proposition 55 and other legislative priorities. With determination, the union is continuing a renewal California education. And there is no quality community college education in California without secure and thriving adjunct instructors.



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October News Roundup

by David Lau

ACCJC Back On Campus at CCSF

Stuck in an interminable accreditation crisis, City College of San Francisco faces yet another battle with ACCJC that could result in revocation and College closure. Monday October 10, the rogue commission was back on campus. The ACCJC visiting team will not make accreditation status recommendations, per a new policy. CCSF's AFT Local 2121 called the timing of the change "both curious and frightening." Appeal itself disappears under this new status. If the ACCJC disaccredits CCSF, the only option open will be an injunction in federal court; CCSF's Board of Trustees made a prudent decision to approve \$250,000 to hire a law firm to prepare the college for a potential court battle. Meanwhile CFT in August filed a substantive new complaint against the ACCJC to the Department of Education. Nancy Pelosi and several Congresswomen have signed letter to the Department of Education asking for ACCJC accreditation powers to be revoked. Two workgroups formed by the state's community college board of governors have reviewed the process for accreditation and the CEOs of the system may finally go in a new direction. The Department of Education will hold important hearings on ACCJC in February. CCSF's fate continues to hang in the balance.

Elections Around the Corner

The races for President, Senate, Congress and the State Legislature are just around the corner, and there are many initiatives on the ballot in California. Proposition 55 would fund the schools at present levels and maintain current taxes on high-income earners. Proposition 58 will provide some relief from 90s-era, anti-bilingual Proposition 227; 58 improves funding for and loosens restrictions on bilingual education. Proposition 62 will repeal the death penalty. Proposition 64 will legalize and decriminalize cannabis. There are also several noteworthy local initiatives, including Measure D, and several interesting candidates. In the Santa Cruz City Council race, the Monterey Bay Labor Council, The Sierra Club, and the People's Democratic Club have endorsed the progressive slate of Sandy Brown, Drew Glover, Steve Schnaar, and Chris Krohn. CCFT will be registering voters and advocating vigorously for Proposition 55. See you at the polls on November 8.

