



September 24, 2009

Hello Team,

I know some of you are anxious for me to give you a summary of what I will be saying today at the Council of Reps meeting. Before I give you the full summary, I need to let everyone know what has been going on this week.

### **Item #1**

Please welcome Mike Napoli to our group. Mike has been a part-time faculty member at Cuesta for 25 years. He has been active with CCFT since the beginning and recalls the original “Union” concept was started by a part-time faculty member who was fighting for part-time faculty rights. My conversation with Mike has only sealed my decision to approach this more cautiously. He was instrumental in helping Marilyn Rossa summit an MOU to Marie Rossenwasser. This MOU covered the same areas we have been discussing. The MOU was thrown out before it seriously hit negotiations.

### **Item #2**

Early this week, Peet Cocke contacted me and asked me to slow down a little. My answer to Peet was that I was not willing to slow down until Peet Cocke, Marie Larson and I sat down to discuss what can be presented to the council for Spring 2010 and what direction we want to go for the negotiations team. That meeting happened on Tuesday, September 22

### **Item #3**

Yesterday, Deborah Barker sent me a copy of an email sent in 2003 to faculty regarding the negotiations team proposing changes for the 2004-2005 CCFT contract. Again these changes were similar demands to what we have been discussing. They obviously were not successful or we would have them in place today.

### **Conclusion**

All of these items have helped me to realize Peet may be correct in asking us to take a less obvious strategy (difficult approach for me). It is important that the Department Chairs support us with this decision. They need some language that can be used across campus. Peet, Allison & Victor will be speaking with the Department Chairs at their next meeting. The approach we are taking is not the final approach it is just for Spring 2010. The remainder of the Article 5 (Work Hours, Work Year and Workload) changes will need to be hashed out in negotiations which may take more time. This is why we have decided to take the following approach:

## Council Proposal

### Level Two: (CCFT Contract Article 5 – 5.12.4.2)

The team has concluded that this is an area of the current contract that needs more clarification and some revision. If the level two requirements were increased, this would give a clearer understanding of years of service and longevity. Our suggestions are listed in order of importance. The suggested revisions are as follows:

- A. **Bumping Faculty** = A level two faculty member can bump a level three faculty member teaching and equivalent course. The equivalency of this course will be determined by the Dean of the particular discipline.
- B. **Loaded** = Classes cancelled or bumped are considered loaded classes. This means that if the temporary faculty member has been scheduled to teach the class they have a traditional load whether the class has been cancelled or not.
- C. **Additional Level Two Requirement** = Six consecutive loaded semesters out of the last eight semesters.

### Additional Note

It will take me some time to understand all of the campus politics, but I am working on the process. I have spoken to one of the previous division chairs in my division that has served as a chair over seven years. She is willing to be an advocate for our cause and plans to support the process in the Council meeting today.

Contract language is very complicated. We are finding in Article 5 there have been some very tricky additions such as the word “limited” that may change a meaning to completely void the original intent of the language. Peet, Marie and I are planning to submit additional proposals to the negotiations team. Please keep your suggestions coming. They are extremely helpful.

As I mentioned in our meeting, only ½ of the part-time faculty are actual members of CCFT. In order for our causes have more weight we need more part-time faculty to join CCFT. I will be working with Mark Tomes to get the names of those faculty members. I am hoping this team will be willing to help with that process. It is my sincere belief that many of these people are not aware they have not joined. We simply need to let them know they have the option.

In Solidarity,

Marilyne Cleeves  
Part-time Faculty Chairperson