



Council of Representatives Approved Meeting Minutes

April 23, 2009, 3:00 – 4:30 p.m.
Room # 5402 Cuesta College

Attendance according to the sign-in page (p = present, a = absent):

Academic Skills/DSPS

(None)

Biological Sciences

Nancy Mann (proxy for
Michael Holmes) (p)
Ron Ruppert (p)

Business Education

Marilyne Cleeves (p)
Jack Sullivan (a)

Counseling

Dana Gough (a)
Julie Smith (p)

Engineering and Technology

David Fernandez (p)

English

June Beck (a)
Matt Fleming (a)

English as a Second Language

Madeline Medeiros (a)

Fine Arts

Michael Burns (a)
Douglas Highland (p)

Health Center

(None)

Human Development

Margie Perez-Sesser
(a)

Languages and Communication

John Arno (a)
Betsy Dunn (p)
Tony Rector-
Cavagnaro (p)

Library Services

Kevin Bontenbal (p)

Mathematics

Denise Chellsen (p)
Julie Hoffman (p)
Pat Hughes (a)
Barbara McGee (p)

Nursing / Allied Health

Mary Ann Ambrose (a)
Cathy Cyr (a)

Performing Arts

breve valle (a)

Physical Education

Mike Napoli (a)

Physical Sciences

Debra Stakes (a)

Social Sciences

Peter Dill (p)
Kathryn Logan (p)
Mark Weber (p)

Student Life and Leadership & Health Center

(None)

Workforce Development

(None)

CCFT Executive Board

Allison Merzon –
President (p)
Peet Cocke – Vice-
President (p)
Mark Tomes – Sec.-
Treas. (p)
Victor Krulikowski –
Co-Grievance Officer
(a)
Peggy Wright –
Co-Grievance Officer
(a)
Andrea Devitt –
COPE Chair (p)

Visitors

None.



Bontenbal opened the meeting at 3:12 p.m. after Tomes [mistakenly] announced that a quorum was not reached. The meeting was chaired by Bontenbal. No action requiring a vote was taken during the meeting.

1. Approval of Minutes

No action was taken.

2. Negotiations Update

Tomes reported that the Interest-Based Bargaining (IBB) training was occurring this day and the next. The trainer, Linda Gubman, named the process, “Interest-Based Problem-Solving,” to highlight the fact that the process goes beyond negotiations and into all types of decision-making and communication.

The training has been well-attended, including by Dave Pelham, the Cuesta College vice presidents, most of the deans, and many managers, confidential, classified employees. The faculty were represented by the CCFT Negotiation Team (Merzon, Holmes, and Tomes). Noticeably absent at the beginning of the meeting were representatives from the Academic Senate. Two members of the Senate later attended different parts of the training.

Tomes stated that IBB can be very effective when all parties adhere to its principles. Current negotiations with the district include it informally as a natural outcome of the team members’ styles. No decision has been made regarding whether the teams will use it formally.

3. Committee Reports

COPE –Devitt reported that the federal Senate is debating the Employee Free Choice Act. This act is important for employees to be able to unionize in a fair and uninhibited manner. Despite misinformation reported by business interests, it does not remove secret balloting; instead, it adds the ability to “card” to vote in a union and have the unionization take effect immediately instead of waiting for up to six months for the National Labor Relations Board to certify the election.

Devitt asked Council members (and all union members) to consider increasing their monthly donation to COPE. Tomes reminded the members that they can make a one-time donation to COPE, as well.

Devitt reported that she has met with a potential candidate for Board of Trustees Area 4. He has not met with the EB yet. This area up for election includes Arroyo Grande, Edna Valley, and Nipomo, but not Grover Beach. The current board member from that area has missed five of the past eleven meetings due to illness. Devitt asked members to send to her names and contact information of potential candidates.

The San Luis Obispo Democratic Central Committee will be celebrating President Obama's first 100 days in office at Los Osos Community Park on May 9, 2009. Also, Devitt will be attending the California Democratic Convention soon.

Part-Time Faculty Committee – Cleeves reported that six part-time faculty members and two full-time faculty members attended a get-together at her house last week. Most of the meeting was spent discussing particular issues brought up by one faculty member. Issues included how the district can be advertising for some positions when it is cutting others. Some Council members noted that their divisions are always advertising for positions because they have a difficult time filling them with qualified personnel or that they routinely update their part-time faculty pools. No Council member knew of an instance where a particular part-time faculty member was not rehired for a position for which they were qualified; re-assignment rights are being honored. It was recommended that if any part-time faculty member believes that there is a problem with hiring that they contact CCFT immediately.

Another issue is that part-time faculty members have no bumping rights; this can affect a faculty member's employment, salary, and insurance benefits. Tomes stated that the negotiation team is very aware of this issue and wants to rectify it. Another issue is that some part-time faculty members would like to see preferential hiring rights for those part-time faculty who have been teaching at Cuesta for a certain length of time or load; however, some Council members pointed out that this would be illegal.

Cleeves stated that the district administration's desire for "efficiency" does not bode well for part-time faculty, as they are the first to get cut when courses are cut. She encouraged division chairs and other faculty members to encourage their part-time faculty members to ask for a 67% load, as some part-time faculty members might be shy about asking for it themselves.

It was noted that the CalPERS retirement health insurance does not include part-time faculty members. Also, Cleeves would like to see another part-time faculty social get-together.

Benefits Committee – Merzon reported that SISC representatives are saying that they will not implement any rate increase for next year. A web-based survey to members regarding health insurance issues will be going out soon; it will include links to information on the CalPERS plans.

Communications – A newsletter will be out the first week of May. Submit articles to Cleeves by April 30.

Legislation – Bontenbal and Dill recently attended a state budget workshop presented by the FACCC lobbyist. Dill noted that CFT is supporting only Proposition 1B for the May 19 election, but since it is tied to Proposition 1A passing, it might not pass, even though the propositions could bring \$9 billion to the state and a \$16 billion extra state budget shortfall if they all fail. Proposition 1A gives very broad fiscal powers to the governor. Tomes stated that most of the propositions are band-aids and that we need to eliminate the 2/3 vote to pass a budget and close tax loopholes for corporations and the richest Californians; the combination would close all budget shortfalls.

Calendar – No report.

Peace and Justice – No report.

Evaluations – This committee is sponsoring a workshop in the fall and will have a best practices packet in the fall for all those involved in evaluations.

Distance Education – No report.

4. **Grievance Update**

Merzon reported that various confidential issues are being settled as we speak. She noted that many issues are getting resolved in the faculty's favor at the lower levels through proactive intervention by CCFT and good communication and relationships with the district. CCFT is hoping to have an STRS representative at Cuesta to discuss the supplemental benefit accounts. CCFT stopped the district from implementing a procedure for recalculating the faculty's contribution to the accounts because it would have a detrimental effect on the faculty's retirement benefits.

Dill noted that Pelham's recent email stated that Cuesta College could reach 10,000 FTES by enhancing its South County programs. Merzon stated that the 10,000 mark could be attained without the cost to enhance those programs, partly through more distance education courses.

5. **Elections Committee**

After discussion, Bontenbal closed nominations for the Elections Committee members (as approved at the previous Council meeting). Since there were exactly three candidates for three positions open, he declared those three candidates elected to the committee (per the CCFT Constitution). The CCFT Elections Committee will be comprised of Deborah Barker, Del Chausse, and Cathy Cyr. Tomes will contact them to begin the process for calling for nominations for the chairs of the Communications Committee, COPE, and the Part-Time Faculty Committee.

6 – 7. **Nominations for the Council Co-chair and Part-Time Faculty Liaison to the EB**

Bontenbal reminded the Council of its duty to elect on May 14, 2009 (the last Council meeting of the academic year) a Council co-chair for a two-year term and a liaison to the Executive Board who is a part-time faculty member. Council members were encouraged to bring nominations to the May 14 meeting.

Also, Bontenbal will send to all CCFT members an email reminding them to elect their Council members for the next two-year term.

A discussion ensued regarding the difficulty reaching a quorum at the Council meetings. Members wondered if members have a sense of responsibility (or not) to the Council, if some members are getting governance credit without fulfilling their committee responsibilities, if Council members need to be given specific tasks to accomplish (such as reporting on particular issues to their division members and getting input from those members), if the meeting time is working for members. It was noted that Council members should know when the meetings are held before signing up and that it is

better to attend a meeting if one has to get to the meeting 20 minutes late than not attend at all.

Merzon volunteered herself and Cocke to contact regular non-attenders to see what the problem might be; Tomes opined that that might be a Council co-chair task. It was noted that it would be better for the Council for a division to have no rep than a non-attender so that it would be easier to reach a quorum.

The meeting was adjourned at 4:22 p.m.

Minutes respectfully submitted by Mark Tomes, Secretary-Treasurer.

Next meeting: May 14, 2009 3:00 p.m., Room 5402