



Council of Representatives

DRAFT Meeting Minutes

September 11, 2008, 3:00 – 4:30 p.m.
Room # 5402, Cuesta College

Attendance according to the sign-in page:

Academic Skills/DSPS
(None)

Human Development
Margie Perez-Sesser

Debra Stakes

Biological Sciences
Ron Ruppert
Mike Holmes

Languages and Communication
John Arno
Beth-Ann Dumas
Tony Rector-Cavagnaro

Social Sciences
Peter Dill
Kathryn Logan
Mark Weber

Business Education
Marilyne Cleaves
Jack Sullivan

Library Services
Kevin Bontenbal

Student Life and Leadership & Health Center
(None)

Counseling/Health Center
Dana Gough
Julie Smith

Mathematics
Denise Chellsen
Julie Hoffman
Barbara McGee

CCFT Executive Board
Allison Merzon – President
Mark Tomes – Sec.-Treas.
Victor Krulikowski –
Co-Grievance Officer
Peggy Wright –
Co-Grievance Officer

Engineering and Technology
(None)

Nursing / Allied Health
Mary Ann Ambrose

English
Dennis Baeyen
June Beck
Matthew Fleming

Performing Arts
(None)

Visitors
(None)

Fine Arts
Michael Burns

Physical Education
Mike Napoli

Physical Sciences
Greg Baxley

The meeting was called to order by Allison Merzon at 3:08 p.m.

i. **Meeting Procedures**

Merzon began the meeting by noting that Council representatives could pick up AFT union membership forms, a handout describing what is a grievance (and what is not) and a faculty member’s rights to union representation at meetings, and a handout entitled “Demystifying the Language of Labor” from a table in the room. Next, the attendees introduced themselves.

A motion was made (Holmes/Bontenbal) to approve the August 28, 2008 meeting minutes, as modified via emails. It passed unanimously.

1. **Collective Bargaining Agreement Survey**

Merzon facilitated a discussion of the Council reps' contract reopener survey reports, which included a ranking of which articles were of most important to the survey respondents and a subsequent wide-ranging discussion of negotiable issues. It was noted that this information is confidential and advisory to the Executive Board and Negotiation Team. Sample contract language and supporting information will be helpful to the Negotiation Team. Merzon will send a list of the (non-ranked) negotiation issues to the Council.

2. **Board of Trustees Candidates Endorsement**

Only one of the three seats for the SLO County Community College District (Cuesta College) Governing Board that is up for election in November, 2008 is being contested: Trustee Area No. 5, with Dan Chacon running against long-time incumbent Gaye Galvin. This led to a discussion of the need for a Committee On Political Education (COPE) chairperson (since the chair appointed last year resigned just before this semester began) and the need to decide if we want to endorse and support one of the candidates.

It was moved and seconded (Rupport/Holmes) for Council reps to email by Friday, September 12, 2008 to Merzon any suggestions for a COPE chair. The motion was unanimously approved. It was noted that the COPE Committee is a true, "worker bee" and active committee.

The point was made that irrespective of having a COPE chair, support for any endorsed candidate should happen soon.

It was moved and seconded (McGee/Hoffman) for CCFT to invite both candidates to attend an open question-and-answer session scheduled for the first hour of the next (September 25, 2008) Council meeting, with that hour of the meeting being open to all faculty members and with the meeting being televised (if possible). The motion was approved unanimously. Merzon will contact the candidates to invite them to the session.

3. **COPE Chair**

(This topic was folded into the topic above.)

4. **Interest-Based Bargaining**

Merzon reported that the district-sponsored information workshop on Interest-Based Bargaining was attended by representatives of CCFT, the district, and the Board of Trustees. Holmes, one of the attendees, reported that the idea is good and that it requires trust and honesty; the union could "lose" if the district was not honest in negotiations. It was noted that the Cuesta classified union tried it with the district, but the district backed out of IBB. Also, Merzon is waiting for a response from the district regarding to what resources the district is willing to commit to implement IBB.

It was noted that IBB is a large cultural shift for the campus and that it might be better to start it in a smaller area, such as has been happening with some of CCFT's day-to-day issues that are resolved with the Human Resources Director and staff.

5. **Budget Report**

Regarding the recently-passed CCFT 2008-2009 budget, Tomes reiterated from an email to the CCFT members that a budget needed to be adopted quickly so that he could apply for CFT Staff Funding in time for the next round of funding. In addition, it has been difficult finding detailed information regarding past expenses because of a different organizational process used by previous Treasurer(s). Hence, the budget is fluid at this point and subject to change. He has welcomed questions and suggestions regarding the budget, and the EB will be making changes, as needed.

It was asked if CFT or AFT charges for a fee to attend their conventions. Tomes told the group that he would check into that, but he thought that Marilyn Rossa, past

President of CCFT, had reduced costs (to CCFT) at CFT conventions because she was a Vice President on the Executive Council of CFT.

In response to other questions, Tomes replied that he has recently received attorney bills (which included recent payments to the attorneys) for over \$67,000, that the \$1900 reimbursement to Rossa for attending the AFT Convention was paid this year (and hence is in this year's budget), and that the Grievance Officer release time budget amount needs to be adjusted downward due to the adjusting of reassigned and release time.

Merzon noted that the union will be using the exact same amount of reassigned and release times that were used by the union last year. Tomes added that those budgeted amounts will be similar, as well.

6. **Flex Hours for Wellness**

(This item was tabled.)

7. **Personnel Issues**

Merzon reported on a variety of confidential and/or other issues that have come up with the district, including

- dual mileage for full-time faculty will continue,
- we are hoping to hear the arbitrator's decision of a case in November,
- regular part-time faculty overloads will be reinstated,
- the evaluation forms have been posted,
- a joint CCFT/District task force will be created to explore the issue of having Emeritus College and other non-credit faculty in the CCFT bargaining unit,
- a dean's remark actually said that an absent faculty member should certainly have a substitute instructor by three absences, and even before that, and
- the issues of compensation for lead faculty in vocational programs and of part-time faculty being paid as substitute instructors are being discussed.

8. **Division Concerns / Other**

It was noted that Dr. Pelham's recent email attempting to limit political messages on the district email listservs was illegal and highly inappropriate for the President of an institution of higher education. Also, a member asked that a discussion of the CCFT Code of Conduct be put on the next Council agenda. A CCFT Constitution/Bylaws Task Force and Elections Task Force are being formed; let Merzon know if you are interested in participating on either or both of the committees.

The meeting was adjourned at 4:47 p.m.

Minutes respectfully submitted by Mark Tomes, Secretary-Treasurer.