



Council of Representatives

Approved Meeting Minutes

December 11, 2008, 3:00 – 5:00 p.m.
Room # 5305 (Student Leadership/Senate Meeting Room)
Cuesta College

Attendance according to the sign-in page:

Table with 3 columns listing various departments and their representatives. Columns include Academic Skills/DSPS, Health Center, Physical Sciences, Biological Sciences, Human Development, Social Sciences, Business Education, Languages and Communication, Student Life and Leadership & Health Center, Counseling, Library Services, Workforce Development, Engineering and Technology, Mathematics, CCFT Executive Board, English, Nursing / Allied Health, English as a Second Language, Performing Arts, Fine Arts, Physical Education, and Visitors.

The meeting was called to order by Allison Merzon at 3:10 p.m. A quorum of the Council membership was reached partway through the first item (Information Items).

1. Information Items

Merzon reported that information will be going out to CCFT members regarding how to get nominated as a delegate to the CFT Annual Convention, which will take place in March, 2009. Tomes asked Council members to update their home addresses with him, in case an election for delegates must be held.

Devitt reported that CCFT has ordered 122 union-made T-shirts, both short- and long-sleeved. They will have a new union logo on the back and a pocket with “Union Made” and “Local 4909” on the front. They will be available for sale for \$10 (below cost) on Opening Day in January, 2009. She thanked Marilyn Cleaves for her great work on the logo.

Merzon conducted an on-line survey of members through the AFT website regarding faculty evaluations. The results are in the current newsletter. The survey will be re-opened to allow members that have not yet responded to the survey to do so. Surveys on the academic/district calendar and professional development are forthcoming.

Stakes and Merzon will host a flex activity on January 15, 2009 on “best practices” of conducting evaluations. Merzon noted that the Math department has an excellent packet of information that goes out to all evaluation committee members each semester.

## 2. **Approval of Minutes**

A motion was made (Ruppert/Cleaves) to approve the draft minutes from the November 13, 2008 Council of Representatives meeting. It was approved unanimously.

## 3. **Vice President Nomination**

Merzon nominated Peet Cocke, a full-time faculty member from the Fine Arts division, for the position of CCFT Vice President. A motion was made (Dill/McGee) to approve the nomination. It was noted that Cocke has been a Council member in the past and had been on the Academic Senate “a long time.” Merzon said that Cocke has read the VP job description and agrees to its components.

The motion was approved unanimously. Cocke will serve until the end of the current term, which is July 31, 2009. The term will begin immediately.

## 4. **Negotiations Update**

Merzon gave an update on negotiations. Many members are involved in looking at the contract for problem areas, items that are unclear, etc. Much sample language is being submitted.

Dental insurance fringe and premiums were discussed. Merzon noted that it has been difficult to get information regarding last year’s negotiations for the dental insurance. In addition, she has asked for the previous and current negotiation teams to meet to discuss specific issues and strategies, but the previous team has not responded yet to that request. One Council member noted that it is “too tender” an issue for some previous team members.

Negotiations with the district will move to Mondays in the spring semester so that Merzon can attend the Planning/Budget and Shared Governance Committees, as requested by the Council. She commended Mike Holmes, part-time faculty rep on the negotiation team, for his hard work on the team.

## 5. **Grievance Update**

A number of items were discussed, including a grievance filed regarding an overload assignment, an arbitration decision for which we are waiting, evaluations for chairs and coordinators and other evaluation issues, and others. CCFT is discussing with the district the issue of some faculty members needing to teach on designated flex days.

It was noted that faculty members have received letters from Cuesta College not on Cuesta letterhead that informs the faculty members that they have been overpaid in salary and have a limited number of days to repay the district (6 days to pay back the overpayment, in one case).

## 6. **Treasurer’s Report**

Tomes reported that Julie Hoffsten has issued the report of her audit of CCFT’s transactions for the 06-07 and 07-08 fiscal years. Members were given Hoffsten’s summary through the CCFT email listserv, along with an invitation to request a copy of the report. In addition, John Pooley is in town now completing a GAAP audit.

In response to questions, Tomes explained that he had phone conversations with both the AFT and CFT Secretary-Treasurers at the beginning of the process in which they had used the term “forensic” to describe the kind of audit that Hoffsten completed. Merzon had also heard the term at an AFT leadership training. However, the term was dropped by Executive Board members as it appeared that the term “forensic” distressed the previous Treasurer and some members and non-members and as the Executive Board learned more about their fiduciary responsibility and the common-placeness of these kinds of audits when a change of union leadership occurs. Some Council members suggested that a thank you and/or apology go to the previous Treasurer.

A discussion occurred regarding how some members and non-members have portrayed the audit. Merzon responded by saying that the audit was “never about” a particular member, but rather about the union and fulfilling the fiduciary responsibility of the Executive Board. She said that one of her roles is to encourage members to be active in the union and serve as mentors, and that constantly attacking the leadership discourages members from wanting to get involved. She said that she has committed to moving off of “they” language and to use “us” language.

## 7. **Committee(s) Update**

COPE – Devitt reported that the COPE monthly deduction amount is up to \$169; \$1800 by May 2009 would be great (the amount needed to give CCFT a healthy campaign war chest for the 2010 Cuesta College Board of Trustees elections). With triple lattes at about \$4.00 each, a monthly deduction of \$20 is not unreasonable for CCFT members.

Devitt is trying to find the 1990 SLO County supervisorial district map that was used to determine the boundaries for the five Board of Trustees districts. Trustees must live in a particular district, although all voters in the county can vote for each candidate, making campaigns particularly expensive.

In response to a question, Tomes explained that the Executive Board can amend or set the budget so that a portion of it gets directed to COPE. It must be set up so that a particular amount is being donated per member (not fair share fee payers). Any CCFT member can state that they do not want their dues to be used for such a purpose, in which case all of their dues goes into the general CCFT treasury.

Constitution/Bylaws Revision Committee – Tomes reported that this committee has supported a dues/fees revision to be written into the new Constitution. He said that one idea is to keep the percentage dues amount the same (1.2% of base semesterly or annual salary) but to assess all salary for dues and fees, including overloads and summer session work. Such a move would benefit the part-time faculty the most, particularly those making the lowest salaries.

Other dues changes being explored by the Constitution Committee is to decrease the dues percentage, eliminate the minimum payment, or a combination of the various ideas. Tomes said that just removing a minimum payment (currently \$10) would, again, help the part-time faculty at the lowest salaries and would simplify the entire dues collection process, including about 12 hours of work per month by the Payroll office staff.

A straw poll at the meeting showed a great majority of the Council members in favor of assessing all salary for CCFT dues. Tomes will develop a “fact sheet” that will estimate the amount of funds gained or lost by implementing the different dues changes scenarios.

## 8. **Division Concerns/Issues**

Beck reported that one division chairperson is interpreting the contract to read that no part-time faculty member can have a 67% load.

A Council member reported another instance in which a faculty member received a letter from Cuesta College staff stating that his/her pay was not accurate and that the letter was not on official letterhead.

The President of the ACCJC has responded to a letter by Marty Hittelman, President of the California Federation of Teachers, which initially stated that the ACCJC is infringing

on contractual and negotiable issues by the ACCJC's requirement that student learning outcomes be a part of a faculty member's evaluation. The Social Science division faculty have three questions regarding the letters: Where does this leave CCFT? Is the ACCJC response authoritative? Will Hittelman pursue the issue?

It was noted that Hittelman has since responded to the ACCJC letter; the response has been posted on a Cuesta listserv.

9. **Other Issues**

CCFT has sponsored a holiday basket for a family in need. Merzon thanked all those who donated to it.

Fleming will be meeting with Human Resources staff to revise the evaluation forms, for typographical errors and formatting problems only. Let him know if you have any suggestions or edits.

The meeting was adjourned at 5:41 p.m.

Minutes respectfully submitted by Mark Tomes, Secretary-Treasurer.