



## Council of Representatives

### Approved Meeting Minutes

December 10, 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

(No elected rep)

#### Biological Sciences

Michael Holmes (p)  
Nancy Mann (a)

#### Business Education

Michele McAustin (p)  
Traci Robichaud (p)

#### Counseling

Dana Gough (a)  
Julie Smith (p)

#### Engineering and Technology

David Fernandez (p)

#### English

(No elected rep)

#### English as a Second Language

(No elected rep)

#### Fine Arts

Douglas Highland (a)

#### Health Center

(No elected rep)

#### Human Development

Dawn Brown (a)  
Margie Perez-Sesser (p)

#### Languages and Communication

John Arno (a)  
Beth-Ann Dumas (p)  
Tony Rector-Cavagnaro  
(p)

#### Library Services

Kevin Bontenbal (p)

#### Mathematics

Denise Chellsen (p)  
Julie Hoffman (p)  
Barbara McGee (a)  
Jodi Meyer (p)

#### Nursing / Allied Health

Mary Ann Ambrose (p)  
Cathy Cyr (p)

#### Performing Arts

bree valle (a)

#### Physical Education

Mike Napoli, proxy for  
Brian Locher (p)

#### Physical Sciences

Debra Stakes (a)

#### Social Sciences

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

#### Student Life and Leadership & Health Center

(No elected rep)

#### Workforce Development

(No elected rep)

#### Executive Board (non- voting)

Marilyne Cleeves, PT  
Fac. (a)  
Peet Cocke, VP (p)  
Victor Krulikowski, GO  
(p) Allison Merzon, Pres.  
(p)  
Mark Tomes, S-T (p)

#### Visitors

None



Bontenbal opened the meeting at about 3:07 p.m. when a quorum was reached. The meeting was chaired by Bontenbal.

1. **Approval of Minutes**

A motion was made (Weber/Cyr) to approve the November 12, 2009 Council of Representatives meeting minutes. It passed unanimously.

2. **College Budget Update**

Merzon reported that the Cuesta administration had proposed to the Board of Trustees at its Wednesday, December 9, 2009 meeting to lay off a DSPS classified staff who has worked at Cuesta for 16 years and is scheduled to retire 10 months after the layoff deadline. Many staff, faculty (including CCFT), students, and community members spoke to the Board at the meeting opposing the proposal. The Board agreed with them, instructing the administration to monitor and fund the DSPS budget and requesting that all constituent groups work together to help DSPS get through the fiscal year. It was a good example of the unions demanding accurate information, educating the administration and the Board, and fighting for employee rights. It also was the first time in memory that the Board has rejected an administrative proposal in favor of the unions' proposal.

Merzon also reported that at that Board meeting, one Board member repeatedly asked why the full-time faculty had not "pitched in" (taken a salary reduction) to help with the district budget crisis. Merzon had responded that the faculty as a group has taken the biggest hit of all and that the district has not made a good enough case that such a measure is necessary.

3. **Negotiations**

Merzon reported that the district has filed for impasse after refusing to meet one more time (at CCFT's request) for negotiations. We are waiting to hear from PERB regarding a mediator and possible meeting dates. CCFT's proposal for Article 4 Compensation has been rejected out of hand by the district (including a salary formula proposal), and there are many other articles on the table that need resolution. CCFT is still trying to educate the administration and the Board of Trustees that COLA is designed to be used for salaries before other expenditures.

4. **Secretary-Treasurer's Report**

Tomes reported that the CCFT treasury currently holds \$13,512.54, the COPE account has \$3480.19, and of the COPE account, the Board of Trustees election account has \$850 in it.

5. **Dues Restructuring**

Tomes reminded the Council that it had received via email the updated version of the proposed Constitution and Bylaws amendments, including the two minor language changes the Council had recommended at its last meeting. The proposed amendments also include

an amendment to assess CCFT dues and fees on all salary earned by bargaining unit members each month of the year (an “all salary all the time” proposal). The proposal does not change the percentage of salary assessed (1.2%), only on what salary the dues/fees will be assessed. The Executive Board had proposed at its last meeting the amendment for discussion purposes. There is another proposed amendment to eliminate the minimum dues, which, if approved, would help many part-time faculty members while incurring little overall loss of funds to CCFT.

A variety of questions regarding the dues/fees restructuring proposal were asked, to which Tomes answered. Most faculty members would not see an increase in dues or fees. However, a faculty member who teaches an overload or summer course, receives a stipend or R or T factor, or receives other additional income as a faculty member will see dues/fees assessed on that additional income if the proposal is approved by the membership. Tomes has not received information he has requested regarding overloads, so it is difficult to estimate how much extra income CCFT would generate from these dues/fees increases, but he guessed it would be about \$3000-\$4000 per year.

Although it would be legal to allocate a certain percentage of CCFT dues income from union members to the COPE account, Tomes said he would discourage the practice in order to keep the two accounts separate and because there are faculty members who would oppose using dues funds for political purposes. It also was noted that this dues/fees proposal might be the only one that could be proposed for a while; if this one passes, it could be difficult to ask the membership for another increase soon.

A motion was made (Hoffman/Fernandez) to endorse a dues restructuring to assess “all salary all the time.” It was noted that the membership will need to discuss the proposal, but also that this proposal came up last spring and included two membership meetings (with minimal attendance). The motion passed with all yeas except one nay.

Another motion was made (Weber/Cyr) to endorse all proposed changes to the Constitution and Bylaws. It passed unanimously.

#### **6. Assistance Account**

This item was tabled until more information can be gathered for it.

#### **7. Nominate and Elect Elections Committee Members (3)**

Bontenbal reported that he received three nominations for the open Elections Committee position. The Constitution states that the Election Committee has three members. After discussion, a motion was made (Dumas/Holmes) to elect Kyi Zin to the Elections Committee and designate Betsy Dunn and Jack Sullivan as alternates or “assistants” to the committee; it was approved unanimously.

#### **8. Release Time Discussion**

Tomes began a discussion regarding increasing the Secretary-Treasurer’s leave time (for CCFT work) by 10% (from 30% to 40%). He said that 30% has historically never been quite enough leave time, and now the workload has increased so that even 40% does not cover it. Merzon noted that the Council had approved increasing the officer’s leave time when it approved the 2009-2010 CCFT budget and that this increase to Tomes’s leave would not be an additional increase to the overall total leave time or budget, but rather is a redistribution of the approved amount of leave time. Merzon said that she is not comfortable taking the recommended 100% leave time for the President’s position because

it does not have precedent in CCFT and because the district needs to increase the overall leave time to CCFT.

It was noted that, as a union, CCFT should be compensating (in this case, time) adequately for work done, and with two hats (Secretary and Treasurer) being worn by one person, the workload increases and the position should be allocated more time. Krulikowski answered a question by responding that CCFT officer work (including Grievance Officer) does impact teaching time. Merzon noted that it is good practice for officers to “stay in the classroom” while serving the union in order to remember why we are all here. It was noted that when a CCFT officer gives up a course for leave time that it gives a class to a part-time faculty member.

Merzon noted that Cocks is taking on some grievance work, and hence will receive some of the budgeted leave time. In addition, Krulikowski will increase his leave time by 10%.

Some Council members said that it was “admirable” that Merzon had brought the issue of leave time to the Council for discussion; it is a first in CCFT history. A motion was made (Dill/Smith) to show appreciation to the Executive Board for bringing the CCFT officer leave time issue to the Council and to endorse the EB’s proposal for distributing the union leave time. It passed unanimously.

## 9. **Grievances Update**

Krulikowski updated (in a vague, abstract way) the Council on some current grievance officer work, including issues regarding loads, evaluation processes, and a harassment case. He reported that one case in particular recently was concluded and resulted in a faculty member moving from an initial placement (by Cuesta Human Resources staff) in column A on the salary schedule to column D and in the faculty member receiving three years’ retroactive pay for the column move.

Merzon reported that a group of bargaining unit members has filed a complaint against CCFT with PERB, alleging that the union has not done due diligence in contract enforcement. Merzon said that a CCFT attorney has advised against giving details of the complaint, but she also said that the complaint has been “posted” and is being circulated by some faculty members. CCFT will file a response to PERB. A similar complaint made by the same group of faculty members against the district has recently been dismissed by PERB.

A Council member reported that the district usually disburses faculty members’ deferred compensation funds within a few days after the end of the month but did not disburse the November funds until November 24. He has not received any response from the district regarding why this occurred or how faculty members will be compensated for lost earned interest.

It appears that course section caps are still being changed without any faculty input. Merzon will pursue this matter; please let her know if it happens in your area.

The letter describing faculty and union advocacy (from previous Council meetings) will be revived and sent.

## 10. **COPE Chair**

A part-time faculty member has expressed interest in serving as COPE Chair, but he needs to find out if he has a course to teach next semester.

Also, Merzon reported that Henry Ramos, a SLO County resident, has recently been appointed to the Board of Governors. Andrea Devitt met with him and reported to Merzon that he wants to keep communication open with faculty, union leaders, etc, particularly

those at Cuesta College. There was a short discussion about inviting Ramos to speak with faculty leaders in the Spring 2010 semester.

**11. Financial Review Committee Chair**

This item was tabled.

**12. Committee Reports**

*Part-Time Faculty Committee* – Merzon reported that the district has responded to the part-time faculty bumping rights MOU and that she has sent a final copy back to the district, ready to be signed and implemented.

*Benefits Committee* – Susan Marsala, will return as a member of this committee. Also, the draft survey developed by some faculty members regarding interest in a golden handshake retirement program has been sent back to the group with suggested changes. Finally, Merzon reported that the health insurance benefits survey recently completed by CCFT members showed little faculty interest in moving to the PERS health insurance program, so discussion of it has been discontinued.

*Calendar* – The survey results regarding holidays and flex days showed mixed results.

*Evaluations Best Practices* – Merzon said she would like to see a distance education best practices document be completed.

**13. Division Concerns/Issues**

A Broadcast Journalism instructor is interested in streaming the Board of Trustees meetings. There was general support for this idea. It is possible that the meeting videos could be archived for viewing later.

Dumas is on a committee that is writing the Cuesta College Faculty Manual from scratch. The current manual is too outdated to work with. There are some areas specific to CCFT. Hoffman volunteered to work on the distance education section. It was suggested that someone ask for other volunteers on the listservs.

**14. Other**

The CCFT President and Secretary positions are up for election in the Spring 2010 semester. Both are 3-year terms.

The annual CFT Convention will take place in March, and there is a CFT Leadership Conference in February. Let Merzon know if you are interested in attending either one.

The meeting was adjourned at 4:40 p.m.

Minutes respectfully submitted by Mark Tomes, Secretary-Treasurer.

Next Council of Representatives meeting: Thursday, January 21, 2010.

Next Executive Board meeting: Thursday, December 17, 2009.