



Cuesta College

Federation of Teachers

LOCAL 4909

STRENGTH THROUGH UNITY

Council of Representatives April 6, 2006 Meeting Minutes

Room # 5305

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

Academic Skills/DSPS

Lisa Curtis (p)
Karen Waska (p)

Biological Sciences

Nancy Mann (a)
1 vacant position

Business Education

Marilyne Cleeves (a)
Diane Lichty (p)
1 vacant position

Counseling

Dana Gough (p)
Julie Smith (p)

Engineering & Technology

Pete Lagomarsino (a)
2 vacant positions

English

Sara Wiebe (p)
3 vacant positions

Fine Arts

Peet Cocke (p)
Douglas Highland (a)

Human Development

Bailey Drechsler (p)
Kimberly Blackie (a)

Languages & Communication

Betsy Dunn (p)
Tony Rector-Cavagnaro (p)
Ralph Sutter (p)

Learning Resources

Keith Bontenbal (p)

Mathematics

Steve Herbekian (p)
Bobbe McGee (p)
Richard Taylor (p)
Peggy Wright (p)

Nursing/Allied Health

Marcia Scott (a)
Antonia Torrey (a)

Performing Arts

John Knutson (a)
Ron McCarley (a)

Physical Education

Bob Miller (a)
Mike Napoli (a)

Physical Sciences

1 vacant position

Social Sciences

Victor Krulikowski (p)
2 vacant positions

Student Life & Leadership;

Health Center

MJ Basti (p)

CCFT Executive Board

Marilyn Rossa – Pres. (p)
Matthew Fleming - VP (p)
Hedy Carra – Secretary (p)
Melanie Senn – Treas. (p)
Jim West – Grv. Officer (p)
Susan Marsala - COPE (p)
Rich Taylor – Liaison (p)
Lisa Curtis – Liaison (p)
Marilyne Cleeves - PT Chair (a)

Guests: none

The meeting was called to order at 3:20 p.m.

1. Announcements

- Rossa announced that to add more structure to the CR meetings, we will follow Robert's Rules of Order "as best we can," and she distributed a RRO At A Glance sheet. We will also have a Sergeant At Arms for each meeting; Bobbe McGee wore the Sergeant's beret for this meeting.
- Sutter said a phone bank needs to be created to make calls about the Bond, but AS cannot be involved [the unions are the only organizations at Cuesta that can officially endorse and use Cuesta facilities in connection to the Bond; it is illegal for any other Cuesta group to do so]. Marsala said she has discussed a phone bank with Pres. Rosenwasser. Marsala asked for permission from the CR to send out an email asking for volunteers; the CR agreed. Marsala stated that grassroots support is needed to pass the Bond. Cuesta first needs to demonstrate that Cuesta faculty are willing to contribute before CFT gives us any money. Marsala will attend the Democratic Central Committee on 4/12 to talk about the Bond and ask for their endorsement; Wiebe volunteered to go with Marsala.
- Following a question about the possibility of CCFT and CFT donating to the Bond Campaign fund, Rossa said that if members want to donate through CCFT, they can make a donation to the CCFT COPE fund stating what the money is for; CFT is likely to match some funds donated by CCFT. If members have monthly payroll deductions for COPE, they can direct that some or all of the deduction go to the Bond campaign by informing Senn of their wishes.
- Bontenbal volunteered to help set up an perhaps staff a CCFT Bond Campaign table at the Farmer's Market.

2. Dues

Rossa stated that the EB needs input from the CR in order to move forward with the dues issue; a decision and action are needed by the end of this semester. Rossa explained that dues were increased at the March CFT convention when an amendment was passed increasing the per capita by \$3 (which was a compromise to the original \$5 requested) beginning in September 2006. This additional \$3 per capita goes on top of the per capita that passed last September (used to help defeat the November propositions). This means \$6 per capita, 12 months per year, has been added in the last year in addition to regular CFT dues increases. CCFT has never raised dues and has never passed down per capita to members.

Senn reported that there has been an \$11,000 increase in dues just to CFT since 2001-2, when we paid \$6700/mo; now we pay \$9500/mo, which is an increase of \$34,000 a year since '01-02. Members pay dues just 10 months per year, but CCFT must pay 12 months. Our auditor/CPA, John Pooley, recommended that we raise dues to at least 1.3% and collect dues on summer work and overload [Pooley's letter with recommendations is available on the CCFT website].

Rossa reminded reps of the information about CFT dues that was in the emails she sent on March 7. This information includes the dues paid by other community college locals; Rossa said that our dues of 1% are generally very low.

Following are many of the comments and questions by reps (they are not exactly verbatim, but close). Responses by EB members are in brackets. Information that must be kept confidential is not included.

- Is AFT raising dues similarly? [AFT raises dues 3 to 5% per year.]
- I want to see the trend in the amount our dues have risen. [CCFT took in \$5700 more in dues last year than the year before.]
- How much money would dues on summer work and overload yield? [The new payroll person will have this information soon and it will be emailed to the reps.]
- I would like to see all charts of dues for all unions. [Someone will try to get that information.]
- How much of an increase would result from raising the dues to 1.2%? How much if 1.3%? [1.2 would result in about \$30,000 more; 1.3 in about \$50,000 more.]
- The low amount of dues paid by part-timers means that CCFT has been subsidizing part-timers' dues.
- [It's a huge job to compare dues paid by all colleges. It's better to look at how an organization functions. How can we get better raises so we pay more dues? We need to be motivated to pay more dues.]
- Is there much of an advantage to being a CFT member? [There is a huge advantage.]
- [Pooley looks at all the CC's; he is the expert.]
- How can CCFT tighten belts so we can wait to discuss a dues increase until next year? [Our expenses are minimal now; we are returning 10% leave time in 2006-07. Look at the budget and where much of our money goes: to outside union dues and legal expenses.]

A discussion followed regarding reassigned time [the district pays for reassigned time] and leave time [the union pays for leave time]. Included in the discussion was the fact that the district makes a profit of about \$27,000 each year from CCFT on leave and reassigned time and is the only community college district that we are aware of that chooses to do this.

- We haven't had a dues increase in 12 years. We need to suck it up; gotta do it—a dues increase and charge dues on summer work and overload.
- I am in favor of raising dues. It's very important to have a strong union
- "Someone is sitting in the shade today because someone planted a tree a long time ago." We need to have a strong union, and that means paying dues, to protect current and future faculty.

Two "straw" votes were taken at the end of the meeting.

1. Council of Reps recommends that faculty pay dues on summer work and overload: an overwhelming majority voted “Yes.” [20 reps were still in attendance and voted.]
2. Dues should be raised: 14 voted “Yes,” 5 voted “No.” [19 reps were still in attendance and voted.]

3. Other

Matt asked for volunteers to join the Code of Conduct Committee [Please let Matt know if you are interested.]