



Executive Board Meeting
Thursday, May 7, 2009, 2:30 – 4:30
Room 3219, Cuesta College

Approved Minutes

Present: Kevin Bontenbal, Peet Cocke, Andrea Devitt, Victor Krulikowski, Steve Leone, Allison Merzon, Ron Ruppert, Mark Tomes, Peggy Wright

Absent: Marilynne Cleeves

Guests: None.

The meeting was called to order at about 2:40 p.m. by Allison Merzon.

1. Approval of Minutes

A motion was made (Bontenbal/Merzon) to approve the draft April 30, 2009 EB meeting minutes. The motion passed unanimously. Ruppert abstained from voting because he did not attend the meeting at which the minutes were taken.

2. CFT Convention Report

Jeff Stein, CCFT's only delegate to the recent CFT Convention, gave a report on convention activities. He showed the convention booklet to EB members. Stein reported that it appeared that there were many more part-time faculty than full-time faculty at the convention. He found that some college departments (at other colleges) do not allow part-time faculty to vote in department divisions (such as for department chairs) or give only 1/2 vote to part-timers. One EB member noted that one division at Cuesta College designated part-time faculty members' votes as advisory only until a few years ago.

The CFT delegates passed a resolution encouraging legislation to change the Education Code to require that, when a tenure-track position opens, the district would be required to hire a part-time faculty member who meets certain criteria for the position. EB members had mixed opinions about this requirement, including one who thought that it might be illegal.

CFT delegates discussed also merging with California Teachers Association. Many delegates were opposed to the current proposal since CFT would require giving up the community college locals while CTA would not be giving up K-12 locals.

Stein said that he appreciated the opportunity to network with faculty/union members at other colleges and hear of their issues. He will write an article about the convention for the next CCFT newsletter.

3. Joint Senate/CCFT Issues

Leone reported that the joint celebration for newly-tenured faculty members might need to be postponed since many of those faculty members cannot attend on the proposed May 15 date. He will contact Merzon about another date or suggestion.

A faculty member sent a document on a new faculty listserv that the Senate did not know existed. Leone reported that Janice House, Director of Computer Services, had directed her staff to create the listserv when it appeared that the regular faculty listservs might be shut down. The faculty member wanted to send a very large document (too large for the normal listservs), and a Computer Services staff person had helped her post it on the alternative listserv. Leone has asked House to shut down the new listserv, as this new listserv is not needed. Also, he will send an email to all faculty members reporting how the original email was sent and that the Senate is working on a policy to govern listserv use. (Some faculty members were offended by what they saw as inappropriate and inflammatory language in the email that was sent on the new listserv.)

The accreditation draft responses might finish after the announced deadlines, but they still will be completed by the October 2009 deadline. The accreditation meetings have been scheduled for four late afternoon hours with no breaks or snacks.

Leone stated that he appreciates very much the leadership and work by Merzon in helping his tenure as Senate President.

Merzon reported on a number of instances in which the Vice President of Student Learning has requested work done by faculty members (often department chairs) that has already been completed elsewhere, is on too short a timeline to accomplish, or is not a faculty job. It has become a problem. Many of the requests have to do with Program Planning and Review.

Cocke reported that the Payroll Office staff used the part-time faculty listserv to remind those faculty members about how to claim office hour compensation. That listserv, however, is outdated. Merzon will discuss this with Chris Green, Director of Fiscal Services.

Evaluations for Linda Fontanilla, VP of Student Services, are due May 19, 2009. The Book of the Year evaluation survey has been sent to the faculty senators.

4. Personnel

Many issues were discussed, including a response to questions about publicizing an arbitrator's ruling, on-going confidential cases (including one that has been completed), a faculty member who was overpaid in fringe, evaluations, work year, and salary schedule placement.

5. Negotiations

Many confidential issues were discussed, including a Vice President's response to a complaint about contract issues and compensation and workload for new faculty positions. Merzon reported that a survey to get the faculty's input on health insurance issues has been launched. Ryan Cartnal, Director of Institutional Research, has been very helpful with developing the survey.

6. Dues Restructuring Dialogue

Tomes outlined the aspects of dues that could be changed, including assessing summer work and overloads, eliminating the \$10 minimum, and raising the percentage of salary assessed. Tomes stated that an election could include separate votes on the different aspects of dues or could be one vote as a whole package. Having separate votes on dues changes could result in no changes being approved, which leaves CCFT in a financially unsound situation, according to Tomes' calculations.

Some EB members wondered how we could have paid off a \$70,000 legal bill last semester and now not be able to build up any reserves. Tomes stated that part of that debt was paid off with the CD and that we are able to build up some reserves, but that it tends to get wiped out each month with other expenses, inflation, etc., and that it appears (from his calculations) that we will not be able to build up an appropriate cushion for a large legal case (which could happen at any time to any faculty member).

There was a question about what kind of union our members want us to be. We can be a bare-bones union with minimal services and stipends or strive to do more. Some faculty members might want the union to just “do its job” and leave members to do theirs.

Various options were discussed. Many EB members suggested that summer work should be assessed because the union leadership works and represents the faculty over the summer. It was also noted that, contrary to some faculty members’ opinions, the contract is in effect over the summer, although some sections of the contract specifically exclude certain aspects of summer work.

One EB member noted that not all faculty members believe that we should eliminate the minimum \$10 dues. However, most EB members thought that was a good way to help part-time faculty members.

Many EB members noted the fairness of paying dues on all salary all the time (assess dues on base salary, overloads, R and T factors, stipends, and summer work). Raising the percentage from 1.2 to 1.25 was discussed. Many EB members did not believe that raising the percentage of salary assessed for dues was a good idea; in the current lean budget years it might seem incongruous.

A motion was made (Merzon/Devitt) to develop a campaign to propose to the membership a dues change to assess “all salary all the time” (which would include no percentage increase and no minimum dues, but would assess overloads, other salary and compensation, summer work, etc., for 12 months of the year). The motion passed unanimously. Merzon and Tomes will work on a presentation to the faculty on Fall 2009 Opening Day.

7. Treasurer’s Report

Tomes reported that there is \$21,376.70 in the CCFT treasury and \$2071.19 in the COPE account (\$313 of which is specifically allocated to the Cuesta College Board of Trustees account). He noted that CCFT has about \$15,000 due in current monthly affiliate dues and legal bills. He also said that we probably will not be able to afford to pay our affiliate dues over the summer. Since AFT bills us monthly for the previous month (or two months), we might be caught up or one month behind in August, when we get our first dues check again.

Tomes reported that the June 2008 dues payments deducted from the paychecks of the 23 faculty members who are on a 12-month payroll cycle will be refunded by CCFT. Tomes stated that he had assumed that last summers’ dues for those faculty members would be deducted since the EB and Council had discussed the inequity of the non-payment, no one had suggested that the dues not be deducted, and it is his job as Treasurer to collect accurate dues. Per a vote by the EB at its last meeting, July 2008 dues will not be deducted. Payroll office staff have requested that the June 2009 and July 2009 dues be deducted in October and November 2009, respectively; those months include many fewer changes in payroll and would be easier to add this change then. A motion was made (Merzon/Ruppert) to authorize the Payroll office to deduct

June and July 2009 dues from 12-month payroll cycle faculty members' paychecks in October and November 2009, respectively. It passed unanimously.

Tomes reported that we have given out all 100 CFT pocket calendars that we ordered last semester, and that we could have used more since we do not have any more for new members. After discussion, a motion was made (Merzon/Tomes) to purchase 200 CFT pocket calendars. It passed unanimously. We can place a large label on the back side of the calendar that includes the CCFT logo, website address, officer names, phone numbers, etc. The pocket calendars will be distributed to members on Opening Day in August 2009, to whoever responds to wanting one in an email after Opening Day, and to new members.

The SISC refund is scheduled to occur on the May 31, 2009 paycheck. Members who incurred out-of-pocket expenses for Cuesta health insurance in December 2008 will be eligible. The refund will be based on a sliding scale so that the faculty members who incurred the highest out-of-pocket expenses (who are primarily part-time faculty members) will receive the largest refund. The smallest amount of refund will be \$598.30. Green (Director of Fiscal Services) has told Tomes that the district will make up the extra \$2 that the total refund will incur and that a separate line on faculty members' pay stubs will list the exact amount of the refund (so that it does not get "lost" in the information of the normal May double fringe/double premium amounts on the pay stub). A notice will go to all faculty members after Tomes receives the exact language that will be shown on the pay stub.

Tomes reported that he had had a very good meeting with Chris Green, Director of Fiscal Services. Green appears very willing to collaborate on mutual issues so that everyone understands processes, has good communication, and has no unnecessary workload increases.

8. Secretary's Report

Peggy Wright reiterated her resignation as Grievance Committee Co-Chair, effective June 30, 2009. She noted all the many things that she has learned, how good it has been to work with the EB members, and especially all the support she has had from Merzon. Merzon nominated Victor Krulikowski as Grievance Committee Chair. Krulikowski accepted the nomination. A motion was made (Tomes/Cocke) to approve the nomination; it passed unanimously. Merzon heard from one faculty member who has expressed interest in contract education for faculty members.

Merzon nominated the current Negotiation Team to continue as that team (herself, Tomes, Michael Holmes, and Shannon Willson). A motion was made (Ruppert/Bontenbal) to approve the nomination. There was discussion about including an alternate, but it was decided that the Negotiations Team will bring this up with the district as a heads up first. The motion passed unanimously.

Tomes reported that the Elections Committee had met earlier in the day with him and Bontenbal. The committee members had elected Del Chausse as their chair. Cathy Cyr had to resign when it was realized that Council members, which she is, cannot serve on the Elections Committee. There was discussion about changing the Constitution so that Council members can serve as Election Committee members. A call for nominations will be made soon by the Elections Committee for the chairperson positions for Communications Committee, COPE, Financial Review Committee, and Part-Time Faculty Committee. The Council of Representatives will be electing the chairs at its next meeting.

9. Committee/Task Force Reports

Peace and Justice Committee – Merzon reported that a current member of the committee has expressed interest in chairing it next year.

10. Newsletter

The newsletter should be going out by the end of next week.

11. Feedback Survey

A survey asking members how CCFT is performing its work will be sent to Council members soon. Council members will be asked to forward it to their division union members and report the results at its next meeting.

The meeting was adjourned at 5:03 p.m.

Respectfully submitted by Mark Tomes, Secretary-Treasurer.

Next EB meeting: May 21, 2009

Next Council of Representatives meeting: May 14, 2009