



Executive Board Meeting
Thursday, September 18, 2008, 2:15 p.m.
Room 4043, Cuesta College

Approved Minutes

Present: Kevin Bontenbal, Victor Krulikowski, Steve Leone, Allison Merzon, Ron Ruppert, Jill Schubert, Mark Tomes, Peggy Wright

Absent: Tonya Hardiman

Guests: none

The meeting was called to order at 2:20 p.m.

1. Approval of Minutes

After discussion, a motion was made (Ruppert/Merzon) to approve the minutes from the September 4, 2008 meeting; it was approved unanimously.
Andrea Devitt was recognized as the new COPE chair.

2. Joint Union-Senate Report

Leone reported on a variety of issues, including that the Senate Council voted to support a proposal for the Senate President and Vice President to attend a training on Interest-Based Bargaining, especially if the Vice President for Student Learning and the Deans attend the training. The Senate President and Vice President elections for terms beginning in Fall 2009 will be held this fall semester.

A Summit meeting discussion was held to discuss reassigned time for the Student Learning Outcomes liaison; the position recently held 40% reassigned time. A task force on Shared Governance is being formulated to attempt to come to a mutual understanding of the definition of "shared governance" between the Senate and the district. Also, the Senate is discussing a confidential equivalency issue with the district.

The Senate would like to work with CCFT on the faculty manual. The manual is outdated and needs updating. There are so many sections that need a major overhaul that the Senate is looking at starting from scratch with it.

Merzon and Leone and the Vice Presidents from each organization are trying to meet every other Friday to discuss issues of mutual concern.

3. Treasurer's Report

Tomes led a discussion of necessary budget changes. He had mistakenly included both Grievance Officer positions in the initial budget, so that item should be cut in half. The EB recognized that CCFT had successfully negotiated with the district that the district would only charge CCFT for actual replacement costs for release time.

There was consensus that job descriptions for the COPE Chair, Negotiation Team members, Part-Time Faculty Committee Chair, webmaster, etc., should be finalized before release time and stipends are set. Merzon will bring to the next EB meeting draft job descriptions for the COPE Chair and Negotiation Team members.

There was a discussion of the Part-Time Faculty Committee Chair. Schubert said that last semester the EB allocated up to \$1000/semester (about 10% of an average part-time faculty member's annual salary) for the position, but the actual amount incurred was less. She invoiced CCFT her hours based on the hourly rate at E7 on the 2/3 lab rate salary schedule. Schubert predicted that this year could incur more costs, as the position involves more duties, including attending the EB meetings (she was not told she should attend the meetings last year), more negotiation discussions, maintaining the part-time faculty listserv, coordinating more part-time faculty meetings, etc.

A motion was made (Wright/Ruppert) to budget annually up to \$2000 for the Part-Time Faculty Committee Chair and to change the release time costs for the Grievance Officer position(s) to \$16,000. It passed unanimously.

Tomes brought up the issue of faculty members who are making a very small semesterly salary and must pay the minimum \$10.00 dues/fees; the \$10.00 becomes a very large percentage of their take home pay. He suggested that CCFT waive the dues/fees for those faculty members. It was understood that they would retain full rights and benefits of their normal status in the bargaining unit, either as a fair share fee payer or a union member. After discussion, a motion was made (Tomes/Ruppert) to waive the dues/fees for any faculty member in the bargaining unit whose salary is \$1000 per semester or less. It passed unanimously.

A discussion about whether to do a financial review of CCFT's treasury (the minimum annual requirement by AFT) or a full audit occurred. Tomes said that although two faculty members from last year's EB suggested a full audit be completed, he has not seen any irregularities in those books. It was noted that CCFT has not had a full audit of its treasury in its 14-year history (a treasury audit looks at all of the transactions and procedures for the entire treasury, as opposed to the more specific agency fee audit that is completed for CCFT bi-annually). Tomes reported that John Pooley, who does the agency fee audit for CCFT (and CFT), estimated that a full treasury audit for CCFT would cost between \$5000 - \$7000. It was suggested that AFT does audits for locals at no cost to the local.

A motion was made (Tomes/Ruppert) to have a lower-level financial review completed for the 2007-2008 fiscal year. It failed, 3 yeas to 4 nays (Ruppert, Tomes, Schubert vs. Wright, Bontenbal, Devitt, Merzon, respectively). After more discussion, a motion was made (Merzon/Bontenbal) to have a full treasury audit completed for the 2007-2008 fiscal year. It passed, 5 yeas to 2 nays (Ruppert and Tomes dissenting). Tomes will call AFT to explore AFT completing the audit for us.

(Steve Leone left the meeting.)

Tomes reported that the warranty for the MacBook laptop computer that CCFT purchased last November will expire at the end of October. He had to replace the battery, which was under warranty, and hence, did not incur a cost, but would have cost about \$149. An extended 2-year full warranty would begin at the end of October and cost \$249. Merzon said that she would probably use the computer, as she is Mac-savvy and not wanting to take off campus the Cuesta laptop that she has available to her. A motion was made (Devitt/Merzon) to purchase the extended warranty for the laptop computer; it passed unanimously.

Tomes reported that CCFT has four new members.

He reminded the EB members to complete their Hudson reports.

4. Personnel Issues

A confidential issue was discussed. A motion was made (Wright/Schubert) to pursue the case to arbitration. The motion passed unanimously.

Merzon reported that a MOU needs to be completed for the new 67% law (which allows temporary faculty members to have up to a 67% FTEF load, up from 60%). An equivalency issue is being discussed. A task force comprised of CCFT members, non-credit faculty members, and administrators to discuss bringing the non-credit faculty into the bargaining unit is being formed. Merzon noted that there is much discussion to be had on this issue,

and whether non-credit faculty members are ever in the bargaining unit is very much up in the air at this point.

A campus-wide sexual harassment training is scheduled to take place in October, 2008; it will be voluntary for faculty members.

A confidential issue regarding a manager is being discussed.

5. Negotiations Update

Merzon compiled the results of the reopener survey that had been brought to and discussed at the September 11 Council of Representatives meeting. There was consensus that that meeting had been lively, respectful, and productive. Merzon will report to the district which contract articles CCFT will re-open; this “sunshining” is scheduled to be on an October 2008 Board of Trustees meeting agenda.

After discussion of the Interest-Based Bargaining information workshop and IBB in general, a motion was made (Merzon/Bontenbal) to recommend not using IBB for formal contract negotiations with the district, but rather to attend IBB training “with the hopes of first using those tools in other areas.” The motion passed unanimously.

6. Committee / Task Force Reports

Merzon reported that, after email consultation with the EB members, she appointed Andrea Devitt as Committee on Political Education (COPE) Chairperson. Devitt was welcomed to the EB. Merzon also reported that Ken Burt, CFT Political Director, will be here for lunch and to attend the EB meeting on October 2. Although it might be too late to put Board of Trustees endorsements (if CCFT makes any) on the CFT slate mailer, Burt has suggested a number of other things to help with campaigns.

Devitt has received 17 questions for the BOT candidates forum to take place on September 25, 2008 from 3:00 – 4:00 p.m. She will solicit feedback from the EB regarding the format of the forum.

(Andrea Devitt left the meeting.)

An EB member expressed frustration that CCFT had a COPE Chair last semester and over the summer, yet nothing was done regarding the Board of Trustees candidacy and election.

Schubert distributed the part-time survey results regarding contract reopeners and other issues. A short discussion of the priorities shown in the survey ensued. Also, she will provide draft job descriptions of the CCFT webmaster and of the Part-Time Faculty Committee Chair for the EB to discuss. Finally, Schubert noted that she can update the CCFT blog membership.

A discussion of the draft job description for the CCFT Vice President of Communications was tabled until the next meeting. June Beck has volunteered to help with the next UnioNews, which is scheduled to go out on October 1, 2008.

Merzon reported that she had received a thank you letter from a student who had received one of the CCFT-sponsored scholarships and that her Union Labor Institute workshop materials included a CD of all of the materials; she will get copies of the CD to EB members.

Tomes reported he has been denied membership on the CCFT Peace and Justice Committee. The chair of the committee has not given him a reason why he has been denied membership on the committee nor has she responded to his suggested meeting time. Many EB members expressed concern that a CCFT committee chairperson is denying another member a place on a CCFT-sponsored committee.

The meeting was adjourned at 4:57 p.m.

Respectfully submitted by Mark Tomes, Secretary-Treasurer.