



Membership Meeting Minutes

29 November 2007 Room # 6304 (Humanities Forum), Cuesta College

1.0 President M. Rossa called the meeting to order at 1500.

2.0 Negotiations:

2.1 Reopeners: CCFT asked for a 4.45% on schedule Cost of Living Allowance (COLA), 13% increase in benefits to keep pace w/ this years increase in SISC premiums, Salary schedule adjustment – eliminate Steps 1 and 2 and add additional steps to the bottom of the schedule, extra duty stipend to be tied back to the salary schedule as in past years and a voluntary NON catastrophic sick leave bank to allow faculty to donate sick time to other faculty or classified in need at no cost to the district. Rossa presented the districts offer of a 2.25% salary increase, compared w/ the new monies available, the approximate costs of the President, and VP buyouts and costs of Interim appointments. CCFT expects the district to gradually implement the placement of all faculty on the adjusted salary schedule.

2.2 Dental Plan Premiums: Rossa presented a recent memo received from the district indicating figures for an 18 and 23% increase in premium for 2008. Dental and vision plans are optional for faculty and all employees pay the same out of pocket premium for dental and vision. CCFT has asked the district for a comparison of other bids on dental insurance (other than Delta); the district offered to pay premiums for singles only.

2.3 Benefits Committee: Faculty members are needed to participate on this committee – see M Rossa if you would like to represent CCFT on this very important committee.

3.0 Changes in Paycheck System and Cost to Faculty: Ed Conklin, CCFT Grievance Officer, explained a handout based on a hypothetical mean faculty income of \$60,000.00/ year. Highlights include the change of 12 to 10 months and the additional check planned for this year in December, result in a net increase in tax liability for faculty. CCFT was not consulted by the district nor were faculty given any lead-time to plan tax savings for the 12- to 10-month pay system. SEE Handout for details.

4.0 Membership Recommendations to the Bargaining Team: M Rossa reviewed the districts offer of 2.25% salary increase and the districts first time use of the rationale that annual column increases w/ years of service are in effect salary enhancements. Not all faculty are moving on the salary schedule and the district negotiated above the obligatory severance in terms of benefits for both the VP buyouts. M Rossa noted the BOT seemed more willing to listen to faculty concerns these past few months compared w/ the past few years.

K Bontenbal admonished faculty to take some responsibility for hiring since faculty were part of the hiring process. Several others reminded those present that the former President put herself on hiring committees then made final decisions for candidate selection contrary to the committees recommendation.

5.0 Prop 92 and Cuesta BOT Campaigns: J Flores, COPE Chair, thanked faculty participants in the Prop 92 publicity event and voter registration efforts. COPE is collaborating w/ ACSS to promote Health Care Reform. The movie SICKO followed by a discussion is planned for January 2008. The BOT endorsed COPE's resolution in support of Prop 92.

6.0 New College President Hiring: M Rossa reported that Dave Pelham accepted the position, provided his 90-day notice in Weed and accepted the salary offer. The Cuesta BOT and Pelham are still working out details regarding severance pay.

7.0 Treasurer's Report: M Robinson, CCFT Treasurer, reported monthly income of approximately \$17,000/month before the dues increase in October; last month CCFT income increased to \$20,000.00. The 20% reassigned time from the vacated VP position is being applied toward the Grievance Officer and Treasurer's time therefore reducing expenses for CCFT. The books were audited on 9 November at a cost of \$5,000.00 – the audit report is pending – no discrepancies were found. The COPE fund has \$2,707.00; CCFT CD \$21,556.00 and CCFT Checking account balance is \$11,168.00. Attorney's fees year to date: \$10,651.00 for the Weber case; \$4,500.00 in miscellaneous legal fees; \$14,150.00 for the arbitration in progress and a recent billing of \$40,706.00 for the preparation and arbitration activities that occurred last month. The forms have been completed to receive partial reimbursement for legal fees from AFT and CFT. Specific questions about the arbitration case were asked by those members present and answered by M. Rossa. Several efforts were made by CCFT Officers to negotiate a settlement on this case to avoid a costly arbitration however neither the former or Interim President were willing to acquiesce. CCFT has made the BOT aware of the details of the case and the cost to the district as well as the faculty.

Basti was excused at 1645.

Respectfully submitted by

M Basti, Secretary 2007-08