

Union Advocate



We Need Strength to Survive!

Part-Time Faculty Update
By Marilyne Cleeves, Part-Time Faculty Chair

If you are a part-time faculty member you have felt the pain. Whether it was your own pain or a colleague's pain it is REAL. The Fall 2009 semester has hit us hard. Our classes were cut, our historical schedules were compromised. To make things worse, this only appears to be the beginning. How do we protect ourselves?

Become a CCFT member – Our numbers show there are 368 part-time faculty members teaching on campus; of that number only 179 are CCFT members. I am convinced many of those people are not aware they have not joined CCFT. We are all “fair share fee payers”; however, if you have not joined CCFT by filling

out the CCFT Membership application form, you are not a voting member of CCFT, and you are not receiving important information. Go to (<http://www.ccft.org> under FORMS click on Membership) to download a membership form and join today!

The Numbers – I have compiled

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ULI West

By Allison Merzon

During the summer I attended five days of budget training at the Union Leadership Institute (ULI) West Conference. Joining me were CCFT and CCCUE members Andrea Devitt, John Fetcho, Ilene French, Bea Anderson, and our CFT Field Rep, Shannon Willson. The training was sponsored by AFT and

conducted at UCLA. The session I attended was “Costing Out Contracts,” and we spent five full days doing just that. AFT and CFT researchers provided each trainee with

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Special points of interest:

- Part-Time Faculty Bumping Rights
- CFT & AFT Support
- Requesting Union Representation

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Marilyne Cleeves, Designer
Mark Tomes, Editor

ULI West

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a host (311 to be exact) of budget tools, culminating in a five year budget analysis for each of our respective colleges.

Based on the training I received at ULI, I've been able to create several matrices including one for base salary, another for predictors of raises, and a third for comparable colleges with various adjustments to discrete wage variables. For example, according to

the AFT data available, the average salary (base + fringe = district contributions) of a full-time faculty member at Cuesta College ranks 10th on the comparable district list we're presently using behind colleges such as Hartnell, Yuba and Victor Valley.

Since attending the ULI training, I've teamed up with CFT Researcher Patty Cox, who has joined our negotiating sessions on what comparable districts we should be using. Patty is also as-

sisting the EB as it continues to review our current budget situation.

This is all a great example of what our affiliate dues to CFT and AFT make possible. I look forward to further leveraging our connection to CFT and AFT this year.



Educate and Enlighten

By Claudia Harmon, Human Development

On the surface, the days before the fall term began this year were like all the others I had experienced in eleven years of teaching at Cuesta College. But this year a dark cloud formed over many of us and, as of this writing, has not lifted.

The news was shocking. Even though I'm an adjunct instructor, I had never had a class cancelled. But, without warning, the second half of my two-semester History of Furniture class was eliminated from the schedule.

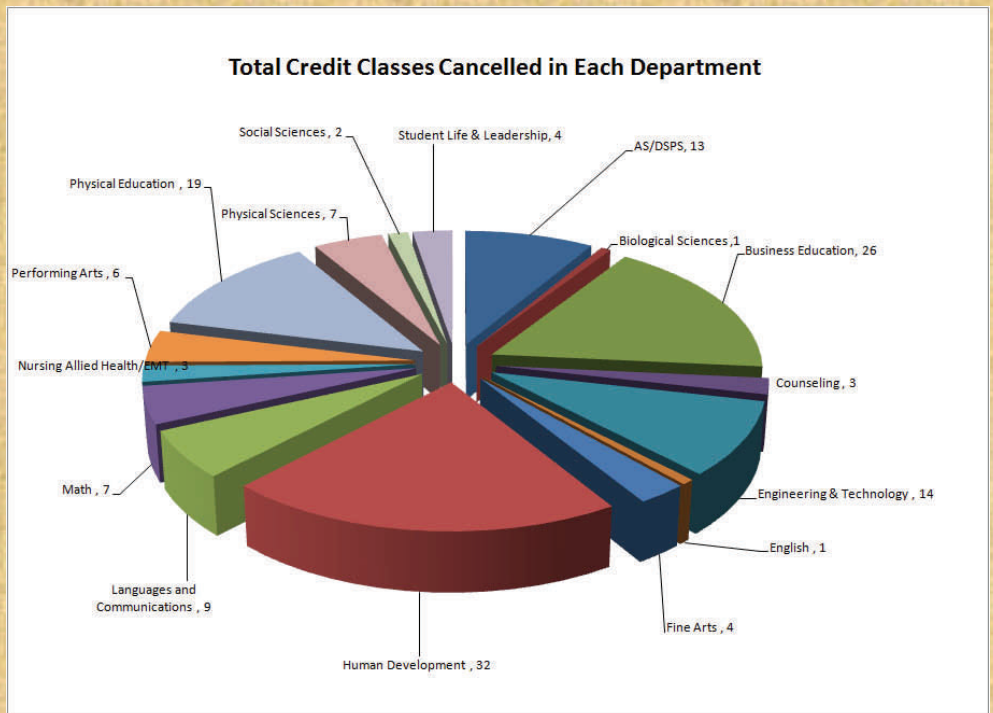
Fifteen students had already signed up—but they're out of luck.

Now I'm mad—and broke. As I dropped below 60% of a full course load, not only did I lose a third of my income, but my health insurance as well. I am not alone. As I fumed and talked to others, I learned more about the curiously inequitable decision-making that had given us this unhappy result.

I thought we were here to educate people so that they can become productive citizens. Some of the most practical training provided by our college is done in the Human Development Department. Its primary goal is to prepare people to join the workforce. English and math are important skills, but Human Development is where the rubber meets the road.

Human Development had 21% of the course cancellations. This percentage reflects the highest percentage of credit classes cancelled for Fall 2009

Those cuts affected interior design, early childhood education, and addiction studies. My field, interior design, concerns not only the beauty of indoor environments but also their health, safety and quality. Since 90% of everyone's time is spent indoors,



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Welcome back!

Allison Merzon, CCFT President

As I head into my second year as CCFT president, I want to let you know that I continue to feel privileged to work on your behalf. And believe it or not, I am truly looking forward to serving for another year. The CCFT presidency is a tough job, but the rewards have been immense.

Before you left for the summer, I informed the membership of our many accomplishments during my first year. What I remain most proud of is this: So many talented members have stepped forward to embrace the new approach! We've got a fantastic team in place. With a year of experience under our belts, we're ready to tackle a broad array of challenges and deliver results for our members.

I'll be reporting on those challenges during the academic year. In the meantime, keep up the good work.

New Members

Please take the time to welcome our new CCFT members for 2009-2010. Your official membership enrollment helps us provide you with continued representation.

Ilene French
Juliet Knowles
Traci Robichaud
Kathleen Rubin
Richard Phipps
Danae Boggs
Jennifer Frere
Judith Walters

Rebecca Morris
Heather Palandoken
Andrea Terry
Michael Masterson
Judy Van Fleet
Kyi Zin
Dylan Johnson
Nicole Hogobian

We Need Strength

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data that shows the numbers of classes cut for the Fall 2009 semester. These tables are a reflection of those findings:

Faculty Status	Classes Cancelled	1 Class lost	More Than 1 Class Lost
Emeritus Faculty	53	14	13
Full-Time Faculty	32	18	6
Part-Time Faculty	77	44	6
Staff	17		
Total	179		

Part-Time Faculty Bumping Rights – The current CCFT contract does not protect Part-Time Faculty when classes are cancelled late in the semester. The CCFT Part-time Committee has been working with the Council of Representatives for proposed contract changes that will give us seniority rights. On October 1st, Allison Merzon presented our proposals to the department chairs. At that meeting, the department chairs agreed to work with Allison to develop contract language that would work for the Spring 2010 Semester. This language is expected to be complete for the next Council meeting on October 22nd. Once this is approved, the language will be presented to the administration for negotiations. We are all hoping this will eliminate some of the injustices that happened this semester.

Full-Time Faculty Overloads – Many Full-time faculty members willingly gave up their overload assignments to help those Part-time colleagues losing their loads and their benefits. This type of generosity has helped save some jobs. We feel this is a grand gesture that should not be unnoticed.

Thank you for your support!

Part-Time Faculty Committee

- Claudia Harmon, Human Development
- Dawn Brown, Human Development
- Juliet Knowles, Business Education
- June Beck, English
- Linda Mintz, Human Development
- Michele Gordon, Human Development
- Mike Holmes, Biology
- Michael Masterson, Math
- Mike Napaoli, Physical Education
- Pris Simoes, Business Education
- Sherilyn Young, Human Development
- Marilynne Cleaves, Business Education

(if you are interested in joining the committee, contact mcleaves@cuesta.edu)

Negotiations

Although CCFT's team negotiated all summer long, we have yet to complete the contract negotiations. However, we expect that our diligence, patience, and skill will carry the day. And we hope that day comes sooner rather than later!

Currently on the table is Article 4 (Compensation), Article 5 (Work Hours, Work year and Workload), Article 8 (Personnel Files), Article 9 (Disciplinary Action), Article 11 (Rights of the Exclusive Representative) and Article 14 (Conclusion). On most of these articles we're very close to agreement. However, some battling remains to be done over parts of Articles 4 and 5. We are attentive to the concerns faculty have expressed on issues such as longevity, course assignment, and a host of other issues and are working diligently to meet the interests of our constituents.

This year Peet Cocke, Vice President of CCFT, joined the Negotiations Team. We are very pleased to have his perspective and insight on our side. Please be sure to thank all the members of your negotiation team for their hard work.

2009-2010 Negotiations Team
 Allison Merzon
 Mark Tomes
 Mike Holmes (PT rep)
 Peet Cocke
 Shannon Willson, CFT Field Rep



CCFT Meeting Calendar

Executive Board	10/15/2009
Council of Representatives	10/22/2009
Executive Board	11/5/2009
Council of Representatives	11/12/2009
Executive Board	11/19/2009
Executive Board	12/3/2009
Council of Representatives	12/10/2009

Executive Board Meetings—2:30 PM
Council of Representatives —3:00 PM
(Room 5402)

Educate & Enlighten

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the influence of design on both the home and the work place is undeniable. The same is true for early childhood education. Our future depends on how well we raise and train our youngest citizens. And what could be more relevant to modern times than substance abuse? It has reached epidemic proportions, ruining families and lives. Addiction studies, within the Family Studies program, aims to curb this problem through education and outreach.

What these subjects have in common is that they touch human lives directly. Yet we seem to be the underdogs in the fight for classroom hours.




Business Education endured 17% of the total class cuts for Fall.

The rest of Cuesta College's vocational programs suffered disproportionate cuts as well. As the accompanying graph illustrates, business education classes, which includes: Legal Studies, Computer Applications/Office Administration, Computer Service, Hospitality, Real Estate, Work Experience, Paralegal, and Computer Information Systems were cut by 17% and engineering and technology


classes by 9%. Like Human Development, these departments prepare students directly to enter the work force.

Transfer programs and general education are the foundation of community colleges, but the success of our vocational education graduates reflects our dedication to society. Let us not lose sight of the human condition.

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AFT has an expense reimbursement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800/238-1133, ext. 4493; send an e-mail to disclosureinfo@aft.org; or visit www.aftplus.org/disclosure.

A Union of Professionals
AFT +
 Member Benefits

CCFT Secretary-Treasurer Report

By Mark Tomes

This will be an interesting year for those watching the CCFT budget (which, hopefully, are all CCFT members). The Executive Board decided last year that this would not be a good time to ask the members for a dues increase, recognizing the financial difficulties that many faculty members are facing, (and even though we have been without any appreciable reserve for over three years).

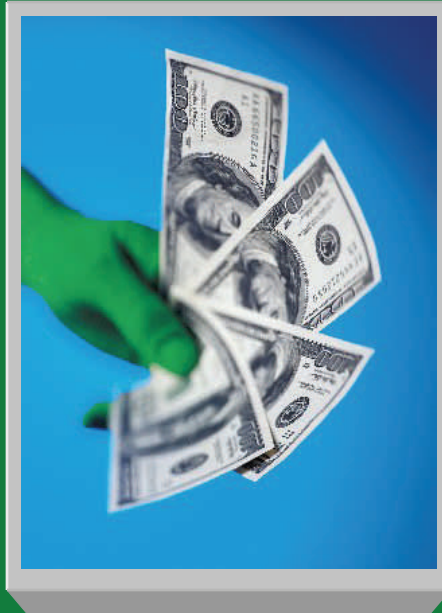
CCFT is operating on a bare bones budget and watching every penny we spend. We have been hovering at a reserve of about \$4500 per month. We currently owe AFT for one month of per capita dues from last summer (about \$12,000), so that will get paid when we have built up enough reserve to cover two months of per capita dues (probably by December 2009). Other than that, we are debt free.

The Council of Representatives has approved the 2009-2010 CCFT budget,

including some extra release time for some of the officers and funds to compensate the part-time faculty representative on the CCFT Negotiation Team. The former is to help keep up with the great demand for faculty advocacy on campus; being proactive helps keep legal costs down (offsetting the extra cost of the release time) while educating the administration, managers, faculty, and trustees on contractual issues.

CCFT has gained 17 new members since last May, as well as 23 new Catastrophic Leave Bank members.

The EB is planning a Constitution/ Bylaws amendment election this semester. There are some typos and similar issues to clean up from the big changes last semester, and the EB has approved a vote to eliminate the minimum dues for part-time faculty members. This dues change will have minimal impact on the treasury but will help those faculty members who need it most.



Weingarten Rights

The US Supreme Court has ruled that the National Labor Relations Act gives workers the right to request union representation during investigatory interviews by supervisors, security personnel, and other managerial staff. These are called Weingarten Rights.

In investigatory interview occurs if 1) management questions you to obtain information; and 2) you have a reasonable apprehension that your answers could be used as a bases for discipline or other adverse action.

You must ask for union representation either at the beginning of or during the interview. Management does not have to remind you of this right.

If your request is refused and management continues asking questions, you may refuse to answer. Your employer is guilty of an unfair labor practice and charges may be filed.

Requesting Union Representation



Victor Krulikowski
CCFT Grievance Officer
vkruliko@cuesta.edu

If you are called to a meeting with management, read the following:

If my responses to your questions could lead to my being disciplined or terminated, or adversely affect my personal working conditions, I respectfully request that you summon my union representative. Until my representative arrives, I choose not to answer any questions.

Unless you have filled out the following form, you may not be a member of CCFT. We are finding that many people are not aware of their membership until there is an important election. Please check your membership status. You may feel you are a member because there is a fee deducted from your paycheck.

**Union Members are "Dues Payers"!
Non-Members are "Fair Share Fee Payers"!**

	CCFT Members	Non CCFT Members
Full-Time Faculty	149	16
Part-Time Faculty	189	179

Additional Enrollment Forms available on the web www.CCFT.org

Please Complete All Sections. Type or Print Neatly!

Name: _____
first m.i. last preferred first name

Division in which you teach: _____

your Primary Campus: North County SLO South County High School: _____

Circle your Status: Permanent (Tenured /Tenure Track) Temporary **Circle your Load:** Full-Time Part-Time

Home Address: _____
p.o. box or street / apt. # city state zip

Home Phone: _____ **Cell Phone:** _____ **Cuesta Extension:** _____

Home Email: _____ **Cuesta Email:** _____

Preferred Email (circle one): Home Cuesta **SSN or Banner Id:** _____
(must include SSN or Banner Id #)

I hereby authorize payroll deduction from my salary for the payment and adjustments of professional dues as set by the Cuesta College Federation of Teachers (CCFT) and its affiliated organizations, according to the Constitution and Bylaws of the Cuesta College Federation of Teachers. This authorization shall remain in effect until I revoke it in writing to the Cuesta College CCFT Secretary-Treasurer, and shall be effective as of my next pay warrant following its submission to the employer.

Signature Date

Dues paid to AFT local may not be deductible for federal income tax purposes; however, under limited circumstances, dues may qualify as a business expense.

Catastrophic Leave Bank (Optional)

I hereby authorize the deduction of _____ (number of days; pro-rated for part-time faculty members) of my sick leave days annually to be a member of the CCFT Catastrophic Leave Bank (CLB). I understand that information regarding the CLB is in Appendix D of the CCFT/District contract and that I can resign from the Bank at any time by writing to CCFT.

Signature Date

Committee on Political Education (COPE) (Optional)

I hereby authorize payroll deduction from my salary the sum of (circle one) \$10 \$15 \$20 or _____ (amount) per pay period and forwarded to the CCFT COPE Fund beginning the next pay period. This authorization is signed freely and voluntarily. I understand that this money can be used by CCFT to make political contributions, that contributions to COPE are not deductible as charitable contributions for federal income tax purposes, and that I can revoke this payroll deduction at any time by notifying CCFT and the Cuesta College Payroll Office in writing.

Signature Date

Return to CCFT, c/o Mark Tomes, DSPS, Cuesta College, P.O. Box 8106, San Luis Obispo, CA 93403-8106

CCFT Use Only

Rc'd: _____ Payroll: _____ Human Resources: _____ CCFT db: _____ CCFT#: _____

Division Rep: _____ listserv(s): _____ AFT db: _____ Life Insurance: _____ Binder: _____