



All Member Meeting

Adopted Minutes

November 30, 2017, 3:00 – 4:30 p.m.
Room 3134 with Polycom to N3213

- 1. Approval of Agenda
Motion by T. Rector-C. Second by S. Gossard. Motion approved unanimously.
2. Jessica Ulstad, CFT: Update on Statewide Political Opportunities (COPE committee work).
Jessica is the Political field director. She works will local unions on COPE fundraising and BOT
races, manages field work for propositions, like Prop. 30 and coordinates efforts with other
locals.

The Janis supreme court case seeks to eliminate non-member representation fees (agency fees);
however the union would still be required to represent non-members. It is expected not to be
decided in our favor. The ruling will only effect public sector unions. CFT expects that locals
will lose about 11% of revenue.

It is important that in anticipation of this ruling, CCFT have copies of membership forms for all
of its members.

The agency fee has only been around for 30 years. We can be successful without it but we will
need to reach out more to members to ensure they understand the value of their membership.

Any raise in CFT/AFT agency fees will be discussed/approved at the CFT convention.

See the attached flyer for information on national and state political issues and races. There is a
COPE campaign training this spring, and also the Union summer school in June.

- 3. Negotiations and Impasse Update Fact-Finding Status and Work to Contract Campaign

Article 4 Across the board on-schedule salary request for 2016-17 is 2.5%
Increase in PT faculty office hours to 30 minutes for each 20% of load
(cost is about 0.75% of total salary plus state provided more funding)

Article 5 Loading of faculty to allow flexibility in scheduling until 2 weeks before class
begins
Language expanding use of FT Temp positions
Conflict in terminology about Chair elections
Systematic terminology

Article 7 Request to change language to keep retirees on same cycle
Julie is collecting requested edits to peer evaluation forms

Work to Contract for Spring 2018

Draft letters to Deans

Things we could choose not to do are accreditation, pathways, and SLOs if they take you past your 30 hour work hours (not including office hours and committee work).

Refuse uncompensated work

Boycott opening day

NFF – No Faculty Friday was proposed by the division chairs. Friday is a FLEX day only, you can contact the dean's assistant and change your FLEX obligation regarding opening day. It was suggested that CCFT formally notify the President that faculty won't be attending opening day.

Picket plans-need volunteers for task teams.

Debra can write a letter to the Tribune. Information picket is planned for the first day of class. Stacy will take the lead on t-shirts and Cheri will schedule participants in conjunction with the Welcome booth. Victor and Debra will draft a generic work to contract letter for faculty to send to their dean and Greg will handle an on-line petition through change.org.

4. Continuing Business

Status of CCFT Office and files

Academic Freedom Joint Senate-Union task force (Distinction of collegiality informed by arbitration) Butler, Sims, Tucker, Stakes and who else?. Peace and Justice Committee work

5. Grievances (Tom and Stacy and grievance committee)

Tenure Arbitration Round II January 23-26

There is an accusation by a dean of insubordination by a counselor because they met with a student during the noon-time hour.

A Student filed an age discrimination suit against a faculty member.

We are in transition with changing the student grievance process so that faculty will have a change to resolve the problem before deans get involved.

6. Treasurer report (Ed)

We are down to \$51,800 due to Tenure arbitration.

7. New Business and announcements

Follow-up:

1. Next CoR Meeting: at 4:30 pm on Nov 30 (**follows all member meeting**)

Motion to accept the minutes from the October 26 COR meeting. Motion made by J. Pfeiffer, seconded by D. Stakes. Motion passed unanimously.

2. Last EB or COR meeting at 3pm on Dec 14 Room 3134/N5006

3. CFT Convention March 23-25, 2018, Hilton Costa Mesa; may require paper ballot to elect delegates