



CCFT All-Member Meeting 5/4/2017 3:00 pm Room 3134 SLO, N3213

Adopted Minutes

1. **Approval of agenda.**
Motion made by D. Stakes, seconded by J. Hoffman. Motion approved unanimously.
2. **Review of changes in the Constitution** that resulted from the recent membership vote.
 - a. Web based voting for non-officer elections. Preserve access for all faculty with review period and voting window. Ballots sent to home addresses did not increase turnout? Why?
Some people forgot to turn in ballots. The ballots were sent out too far in advance to when the ballot boxes were opened. It wasn't a contract ratification vote, so some people may not have thought it was that important. There was no reminder sent out. There were a lot of uncounted ballots because there was no label put on the large envelope. If the name was unreadable the elections committee did not count them. If you were going to mail it in you had to find a stamp, so people probably didn't mail it in. Some people didn't like having to walk over or find the ballot box. It was also hard to remember to bring it to work.
 - b. Allows grievance officer(s) a vote on the EB even if they do not hold another voting position (expands voting members on EB).
The appointment of Grievance Officers will now be approved by the COR, which is what makes it legal for the Grievance Officers to vote, since all EB members must be elected either by the membership or by the COR.
3. **Negotiations update.**
 - a. Article 4: salary, benefits, office hours for PT faculty.
Background: In 2014 CCFT obtained a 2% increase for all faculty and across all pay schedules that was retroactive to January 2014. This increased salary, and for PT faculty, increased the rate of pay for office hours from D-7 to D-9 (currently \$39/hour). The following year CCFT obtained a 5% increase for everyone across all pay schedules. CCFT also obtained a 2% off-schedule stipend that was distributed by load so that a larger proportion went to PT faculty and FT faculty at lower steps. CCFT is still committed to getting the FT salary schedules to the midpoint of the comparable colleges, which also lifts all the other faculty salary schedules.
Discussion regarding next steps took place.
 - b. Article 5: Loading, course assignment and PT faculty job security.
Discussion regarding next steps took place.
 - c. Article 6: catastrophic leave bank.
Heather Tucker is the new chair of the CLB. Melissa didn't realize we had and



appendix in the contract regarding the administration of the CLB. So Heather and Melissa will resolve HIPPA issues. 2004-2008 records and membership applications got lost so CCFT and HR merged the CLB membership list. We are trying to still get that list in writing, which Melissa has agreed to. If you want to know if you are on the list then ask Mark or Heather. The contract allows CCFT to take a day of sick leave from each member once a year, but we have only had to do that once in the past several years. The District wants to add the administration process of the CLB to article 6, and leave the forms in the Appendix, but perhaps want to leave the forms out of the contract so they can be updated without a membership vote.

d. **Article 7: update service faculty evaluation forms and processes.**

The District wants the service faculty evaluation forms to be updated. They want a more clear explanation of how student evaluations are collected from service faculty. They also want to have the dean/chair form expanded to evaluate collegiality; however a question about collegiality is already in the form. We don't agree to have that issue expanded. The chairs want to have a separate form now and they are talking about that.

4. **Compressed calendar effort.**

This is of the most profound decisions that faculty will make this year. Calendar Committee has worked on this for two years or more. Will visit Divisions in Fall to present information. The FAQ document(attached) more like an everything you need to know. Issues to be resolved will be discussed at meeting.

CCFT appoints the people on the calendar committee. They are advocates for the compressed calendar. So if we can't get agreement from all faculty this time around, we are going to forget it. The faculty will have a vote on this in the fall. How service faculty would be affected really needs to be addressed. Perhaps have a service faculty member on the committee. For faculty the first to last day has to be 175 days so they can't force faculty to teach in an intersession.

5. **State of the CCFT Budget and farewell to Mark Tomes.**

Our cash balance as of May 3, 2017 is \$107,386.56.

Overall, as of April 30, 2017, we are running about \$13,600 ahead of our budget, meaning that we are gaining that much in our reserves, so far this year.

So far this year we have received income of about \$3,000 more than we budgeted (most of it in payroll deductions of dues and fees), and we have spent overall about \$10,500 less than we budgeted for, creating a small surplus this year.

We have spent less than we budgeted in our per capita dues payments to our affiliates (about \$5,300) and in legal fees (about \$15,500), but we are over budget in stipend payments (by about \$9,700).

The over spending in stipends is a positive sign that CCFT members are stepping up to help



with the work of the union, as we have filled some positions that have long gone unfilled or have only been filled intermittently (e.g., the Communications Chair, PT Faculty Committee Chair, PT Faculty Council Liaison to the EB, and PT faculty on the Negotiations Team). It is especially encouraging to see more part-time faculty members in leadership positions.

We will need to account for the increase in spending for stipends in next year's budget.

DRAFT