



**Council of Representatives**

**Approved Meeting Minutes**

29 January, 2015, 3:12—5:05 p.m.  
SLO Room 3219 and PolyCom to N3114, Cuesta College

Attendance according to the sign-in page (p = present, a = absent):

**Biological Sciences**

Nancy Mann (p)

**Business Education**

Michele McAustin (p)

**Counseling**

Dana Gough (p)  
Irene Nuñez (a)

**DSPS/EOPS**

No Elected Rep

**Engineering and Technology**

Gary Villa (a)  
Brett Allen (a)  
Dave Fernandez (a)

**English**

Steve Leone (p)  
Tom Patchell (p)  
Roland Finger (p)

**English as a Second Language**

(No elected rep)

**Fine Arts**

Douglas Highland (p)

**Human Development**

(No elected rep)

**Languages and Communication**

Tony Rector-Cavagnaro (p)

**Library Services/Academic Support**

Kevin Bontenbal (p)

**Mathematics**

Greg Lewis (a)  
Jodi Meyer (a)  
Kyi Zin (p)

**Nursing / Allied Health**

Antonia Torrey (p)  
Heather Tucker (a)

**Performing Arts**

(No elected rep)

**Kinesiology, H.E., P.E.**

Allison Merzon (a)

**Physical Sciences**

Kathy Jimison (a)  
Debra Stakes (p)

**Social Sciences**

Victor Krulikowski (p)  
Aaron Rodrigues (p)  
Mark Weber (p)

**Student Life and Leadership & Health Center**

Anthony Gutierrez (a)

**Workforce Development**

(No elected rep)

**Executive Board (non-voting)**

Mark Tomes, Treasurer (p)

**Visitors**

Shannon Wilson, CFT  
Dennis Baeyen, English  
Cherie Moore, Human Dev  
Madeleine Madeiros, ESL

Tom Patchell, Co-Chair, opened the meeting at 3:12 p.m, when a quorum was reached.

**A. NEW BUSINESS**

**1. Approval of Council of Representatives 18 Dec 14 Meeting Minutes**

The minutes from the 18 December Council Meeting and the All-Member meeting were not available for review or approval. These will be emailed to the Council prior to the next scheduled meeting.

## **2. Distribution and Approval of the Spring 2015 CoR meeting schedule (Patchell)**

Tom Patchell, CoR Chair, distributed a calendar for the spring semester with all meeting dates and locations. The next schedule CoR meeting is Thursday February 26 in SLO room 3219 with Polycom to N3114. It was also decided to designate the CoR meeting scheduled for March 26 as the All-Member meeting. CCFT has the same rooms reserved but it was requested that we also consider the PDC for the all member meeting.

## **3. Spring membership Drive (Stakes)**

A list of non-members organized by Division was distributed along with a membership invitation and a membership forms. Representatives were asked to initial 2-3 names that they would speak with before the next CoR meeting to encourage fair-share members to join for full membership advantages. Possible social events to increase membership participation were also discussed.

## **4. CalSTRS update**

As of 1 January 2015 the District Fringe contribution will not be considered part of compensation by STRS. As such, STRS deductions for the fringe will go into DBS and no longer increase amount for pension calculation. New STRS regulation will require step and column schedules to be added to the CBA for 11 month and 12 month faculty employees. An MOU already established a separate salary schedule for Division Chair compensation which is considered for DB and pension calculation. Fixed stipends will not be considered for DB anymore but will go into faculty DBS accounts. Debra will pass on information when she receives it, but check with Stephanie Viera for details. Employee contributions to the DB account will increase by 1 percent on 1 July 2015 to 9.20% (for employees hired before 2013) and then by another 1 percent to 10.25% a year later. Contributions to the DBS accounts will stay at 8% total. The District contribution to CalSTRS will increase at a greater rate but will be offset by contributions from the State for this purpose.

## **5. All Divisions need to elect Representatives to the Council this semester**

Current representatives are encouraged to recruit to fill empty Representative slots. Everyone please folks know that serving on CCFT Council counts for committee service

## **6. The EB and the CoR need to add new leadership this semester**

We need to replace: VP, secretary, CoR Co-chair, COPE Chair. There are currently only three people on EB: Tom, Debra, and Mark. Melissa Richardson (new HR) seems to support release time more than stipend. This has an advantage as it would also go into STRS. Julie Hoffman is resigning from the Negotiations Committee until she is done as Academic Senate VP because of the conflict of interest. Perhaps we need a nominating committee. Members should look for PT faculty especially to fill some of these roles.

## **7. Need to elect official delegates to CFT Convention March 20-22 in Manhattan Beach Marriott.**

We are entitled to 12 delegates. The EB will decide how many can be supported to represent us at this meeting. The official list of delegates is due by March 6 to CFT.

## **8. Results of Ratification Vote, January 27, 2015**

**The Dec 2 TA passed 79/77 with only 52% of the members voting.**

The results of the ratification vote were discussed in detail by the Council, focusing on the low turnout for members voting, the small majority of votes and the lack of a mandate.

Several rumors and allegations were discussed and dismissed, including the accuracy of the member list used to mail ballots to campus mailboxes and to check votes associated with the difficulty in conducting elections over semester break. This is something that will need to be

addressed and clarified in bylaws and constitution as well as in practice to improve future elections. We should try to not have a vote that falls over a break in the future.

There were a small number of ballots that were not opened or counted because they were determined to be invalid by the election committee. It was suggested that perhaps a general statement to the effect that some ballots were not counted would be issued by the elections committee. There was also a potential problem with ballot printing associated with fact that instructions were printed on the back of the ballot which made it difficult to follow instructions once the ballot was in the small envelope per instructions.

Tomes questioned if we might want to change our bylaws to require a super majority (55%) in the future for contract changes, just as we do for dues increases. The closeness of this vote shows how divided we are on this subject. Concern was also expressed that only half of the faculty voted - apathy? Tomes will look at list from elections committee to find out who voted - Leone made a motion that we put item on a future agenda about changing our bylaws to require a 55% majority for passage of contract votes.

## **9. Update on the proposal to move non-credit ESL faculty to the CCFT Bargaining Unit (Madeiros)**

Madeleine Madeiros provided an update on her proposal to include non-credit ESL faculty in the academic unit and cover these faculty with the CCFT CBA. The 700 ESL series are considered "enhanced noncredit" taught by 12 part time faculty and these are the ones that are being proposed to move over into our bargaining unit for fall 2015. Some of the issues that were discussed include:

- Some of these faculty do not have a masters degree as the minimum qualifications only require a bachelor's degree - they do have a specialty certificate. Tomes thinks that our collective bargaining agreement stipulates that we represent credit faculty so this would need to be amended.
- Would all divisions be required to move noncredit faculty to bargaining unit? Apparently not because these are the only enhanced noncredit courses.
- Lots of good questions asked about impact on evaluation process etc, would they need to go through the interview process. CCFT attorney said that if the number of faculty we are transferring is less than 10% of the overall number (we have 296), all is needed is a transmittal letter to PERB to satisfy legal requirements.
- Might affect 50% rule? Stakes thinks that 1 dozen PT faculty will not impact significantly
- Direction was given to be sure that all dozen faculty read a copy of the CBA and are fully aware of the requirements that would be placed on them to move to be covered by the CCFT CBA.

## **B. OLD BUSINESS**

### **1. Insurance Pool Negotiations (Stakes)**

Distribution of funds for Fall semester to the family rate-payers will be on the Jan 31 checks. The MOU precluded any distribution beyond the family rate-payers for this year. We will discuss what to do for next year at the all-member meeting.

### **3. Negotiations, Impasse, Fact-finding (Stakes)**

Impasse is resolved with ratification of the December 2 TA (see above). The 2011-2014 contract will be closed. Negotiations for 2015-16 will commence on 1 April 2015 with Articles to be opened sunshined at March Board meeting.

Implementation of the TA:

- Will go to BOT for approval on February 4 so hopefully should be in paychecks after that. Stakes/Tomes are browbeating HR to determine when the funds will appear on our paychecks.

- Leone asked if Course Caps Workgroup will meet and begin to discuss how they will operate. Stakes said she and Kevin had discussed this and four individuals have been agreed upon. They will meet with the faculty members of the committee to be sure there is a clear administrative procedure that represents the needs of the faculty.

#### **4. Potential Grievances (Patchell/Stakes)**

One longstanding grievance was resolved when the faculty member decided to use their own legal counsel for representation.

#### **5. Treasurer Report (Tomes)**

CCFT Treasury Balance: \$49,520.32

COPE: \$3,996.50 (BOT \$2,202.00, AFT COPE transmittal account balance \$100)

The CCFT Reserve is low because of the legal expenses associated with impasse and the relatively low dues structure. The Treasurer is working on a mid-year budget for Council consideration.

Reports completed and submitted

2014 IRS form 990 has been submitted to the IRS, sent to the membership, and requested for posting to the CCFT website.

CFT Staff Funding Q2

COPE Semiannual

2014 1099-Miscellaneous Income mailed

The meeting was adjourned at 5:05 p.m.

Minutes are respectfully submitted by Debra Stakes and Toni Torrey, 10 Dec. 2014.

Next Council of Representatives Meeting: Thursday,  
26 Feb 2015, 3-5 pm SLO ROOM 3219 and POLYCOM to N3114