



Council of Representatives Meeting

Adopted Minutes

August 23, 2018, 3-5 p.m.
Room 3134 with Polycom to N3213

Table with 3 columns and 8 rows listing various departments and their representatives, such as Fine Arts, Biological Sciences, Student Development, etc.

1. Approval of agenda

Motion to approve, with item 6 moved before item 5, motion made by M. Weber, Seconded by J. Pfeifer. Motion approved unanimously.

2. Approval of April 26, 2018 minutes

Motion made by D. Stakes, seconded by T. Rector-C. Motion approved unanimously.

3. Endorsement discussion for Heidi Harmon

Heidi Harmon, candidate for Mayor of San Luis Obispo is seeking the endorsement of CCFT. The Executive Board asked that she attend a council meeting so that council members could provide input into this decision.

Faculty asked, among other questions, how she as Mayor could help Cuesta College Faculty. She responded that she is an Alumna of Cuesta and would be glad to speak to students in our classrooms. Her platform includes affordable housing plans, and she hopes that would

also help students. She would participate in events to support faculty. She also said that she would want to hear from us in the future about how she can help.

After Ms. Harmon left, some council members expressed concern that we had not spoken with other candidates, and therefore they did not feel they could support endorsement without doing so. Members of the Executive Board responded that none of the other candidates had requested our endorsement,

Some council members were uncomfortable entering the political arena and unilaterally deciding for their division who should be endorsed in these positions. Some did not feel that CCFT should start endorsing politicians in general regardless of what favors CCFT may curry from them.

It was expressed that it is important--especially after the Janus ruling-- that CCFT doesn't take actions that can be used against us due to their potentially divisive nature when we are trying to convince faculty to become members of the union. It can serve to turn people off knowing that those kinds of decisions are being made.

Motion to support the Endorsement of Heidi Harmon for Mayor of San Luis Obispo:

Motion made by J. Hoffman, Seconded by T. Rector-C. 10 yes/ opposed 7 /abstain 1
Motion approved.

4. Negotiations update (Baxley)

a. Articles to be opened

G. Baxley shared a handout (see attached) of possible openers and requested that the council representatives elicit feedback from their divisions.

We need input from the membership on how we disperse any possible salary increase that we negotiate this year. An equal dollar amount would benefit faculty at the lower end of the salary scale. A straight percentage increase (as has been done for all previous permanent salary increases) benefits the faculty at the higher end of the salary scale.

The EB is in support of an equal dollar amount this time since the lower steps of our salary schedule are further away from the median of our cohorts than are our upper steps.

b. Next steps on Chair selection process

Brief history: for a long time the division chair selection process was representative, using a selection committee if there was more than one person running. The current contract language was changed to a direct election process by full time faculty only. There was no classified staff or part-time faculty included.

The division Chairs have recommended we go back to a representative process. The

c. State budget changes

Apportionment will no longer just be based on FTES, it will also be based on other factors like student success, and the number of degrees awarded. According to CFT calculations, Cuesta's apportionment won't change much due to the new funding model.

5. Grievance update (Patchell and Kimmey)

Most of the current grievances involve student complaints against faculty. There has been a problem at the prison regarding academic freedom (choice of materials). We are filing a grievance in that matter.

We are supposed to meet with Mark Sanchez to revise the board policy regarding student grievances so that it is in alignment with the procedure actually used. The policy approval is held because the District insists that language be included to allow students to choose a designee to consult with faculty on their behalf. This would circumnavigate the intended process – that students meet with instructors first to try to resolve an issue.

6. Bank Balances (Lobo)

a. Non-member dues deduction

E. Lobo brought written back balance to share (see attached).

The loss of the non-member dues as a result of the Supreme court decision in the Janus case came to about 20 to 30% of our total revenue. We also lost some top salary retirees.

We are trying to reduce costs by bringing down the total amounts we spend on attorney fees and on release time for officers. We have already cut out travel to conventions this year.

The \$7000 audit should also be in the budget, so the balance needs to be adjusted by that amount.

b. Goals for staff funding application

CFT reimburses CCFT for part of the cost of the EB board members. A new requirement is that we now have to fill out an application that shows our yearly goals, how we are going to achieve them, and who is the point person. Debra sent this out via email.

One question is how does the leadership structure create membership communication – a questions the council should have input into answering.

One goal should be to fill the seats on the council. We need to ask the new full-time tenure track people to be members of the union.

c. Draft budget for 2018-19

This was handed out and emailed (see attached). Please review in anticipation of approval at the next council meeting.

7. Division Concerns

none.

8. Endorsement Discussion for Jeff Lee

Mr. Lee is the Mayor of Grover beach and is running for re-election. He would like to work with Cuesta to bring more classes to the South County. He has been endorsed by our South County board member, and by a number of unions. He is affiliated with SEIU (Service Employees

International Union). He wanted to know how he could directly help Cuesta faculty.

After Mr. Lee left there was similar discussion about interviewing other candidates for mayor before we endorse any particular candidate. It was also the case that no other candidate had requested our endorsement.

Motion to support the Endorsement of Jeff Lee for Mayor of Grover Beach: motion made by J. Hoffman, seconded by T. Rector-C. 8 in favor 2 opposed. 2 abstentions. Motion approved.