



*Strength Through Unity*

**CCFT Local 4909 Council of Representatives**

29 September 3:00-5:00 p.m.  
Room 3134 with Polycom to N3213

**Adopted Minutes**

<b>Fine Arts (2)</b> Jarred Pfeiffer -P	<b>Languages &amp; Communications (2)</b> Tony Rector-Cavagnaro - P	<b>Health Center (1)</b> VACANT
<b>Biological Sciences (2)</b> Ron Ruppert - P Deborah Barker - P	<b>Counseling (2)</b> Dana Gough -A Susan Gossard - P	<b>Kinesiology, Health Sciences &amp; Athletics (2)</b> Nancy Steinmaus - P
<b>Student Development &amp; Success/ESL (2)</b> Donna Bower -P	<b>Nursing/Allied Health (3)</b> Antonia Torrey -A Heather Tucker -P Kif Mills -P	<b>Performing Arts (2)</b> Idona Cabrinha -P
<b>Library/Learning Resources (1)</b> Jessica Gonsalves - P	<b>Business Education (2)</b> Gary Rubin - P Robert Sfarzo -P	<b>DSPS (1)</b> VACANT
<b>WEXP/PEDS/PDS (1)</b> VACANT	<b>Student Life and Leadership (1)</b> Anthony Gutierrez -A	<b>Applied Behavioral Sciences (2)</b> Don Norton A
<b>Engineering &amp; Technology (3)</b> Bret Allen -A	<b>Mathematics (3)</b> Julie Hoffman -P Kyi Zin -A Greg Lewis -A	<b>Physical Sciences (2)</b> Greg Baxley -P Debra Stakes -P
<b>English (3)</b> Tom Patchell -A Roland Finger - P Stacy Kimmey -P	<b>Social Sciences (3)</b> Victor Krulikowski -A Mark Weber -P Anthony Koeninger -A	<b>Non-Voting Members</b> Ed Conklin, CCFT Secretary -P

- Approve agenda  
**Motion** made by N. Steinmaus, seconded by K. Mills. Motion approved unanimously.
- Approve minutes  
**Motion** made by T. Rector-C., seconded by R. Ruppert. Motion approved unanimously, with one abstention.
- Vote to approve Greg Baxley as VP as recommended by Executive Board  
**Motion** made by M. Weber, R. Rupert. Motion approved with two opposed. Concern expressed over perceived position on the adoption of a compressed calendar.

- **New Instructional Designer Evaluation Forms (see attachments)—Kevin**  
The new Instructional Designer evaluation forms are based on the most recent peer instructional evaluation form. The student evaluation form was also used as a template to create an evaluation form that will be sent to faculty who interact with the instructional designer. The forms were approved with feedback from the Academic Senate. The current instructional designer had input in the development of the form. When the instructional evaluation forms are reviewed and revised to incorporate suggested changes, these forms will also be revised accordingly.

**Motion** to approve: R. Ruppert, seconded by G. Baxley. Approved with one abstention.

- **Results of September 27 Mediation--Negotiating Team**  
The District came up very little from their last best offer of an across the board salary raise of 1%. The mediator requested that we meet again on November 14.

Management gave itself 1% across the board, and the majority of managers also got a new step. The deans got 5% last year and also steps this year. Their argument was that they were farther than the median than faculty were.

Discussion ensued regarding next steps in the event that the second mediation session is unsuccessful.

- **Status of Tenure denial arbitration**  
The case in question involves a faculty member who, up to the last semester of the tenure process had never received a rating in any category of less than satisfactory, then had an issue with another employee that led to the denial of tenure. The arbitration will be final. If the case is decided in our favor the faculty member will be given additional time to work toward tenure.
- **Status of potential PERB complaint regarding membership**  
A faculty member resigned membership in 2008, and has since appealed to rejoin the union. The appeal was denied due to money owed the union and past hostile actions toward the union. After a subsequent correspondence in which the faculty member threatened a PERB charge, our attorney advised that we form a hearing panel consisting of an AFT field rep., a CFT field rep. and a faculty member from this campus. The faculty member refused this offer, so the previous decision still stands.
- **CCFT Office and files**  
We are hoping to have a new office identified by the end of October.
- **FSA Task force**  
FSAs are in appendix C of the contract. We are trying to create distinctions between specific divisions so that similar courses taught in different divisions will have different FSA designations to protect the rights and authority of the program that controls that curriculum. HR makes adjustments to a faculty members' FSA, and CCFT will outline

the process that they will follow to do this.

- **Treasurer report (Ed)**

The budget was sent out to council members on Sunday. The pass through increases aren't much this year. We don't have to conduct audits, so we will save money in that regard. Legal fees and travels expenses are hard to predict. There may be a way to use the free legal advice through CFT so we will make an effort to identify when this would be helpful.

Fair share fees are under attack and CFT says to plan for at least 10% of the local to drop out of the union. CFT is working actively with locals to support and guide our membership drive. Debra will be meeting with our field rep. next week Thursday October 5 about this issue.

**Motion** to approve the budget. Motion made by M. Weber, seconded by Toni R-C. motion approved unanimously.

- **Grievance report (Stacy and Tom)**

Active grievances include a case of a student harassing a faculty member, work scheduling issues for service faculty; and coaches not being paid fairly when a sport's season bridges two semesters.

- **Smoking survey**

30% of faculty responded. Of those who responded, 54% were in favor of a smoke free campus; but a majority were also in favor of smoking areas. There was some concern that not everyone got the email from election buddy. Bob will send out an email that people can respond to if they did not get a ballot, and also report the results to faculty.

The position disseminated by Nancy Mann (see attached) on behalf of the Biology Division also reflects the position of our CCFT attorney.

**Opinion Regarding a Smoke Free Campus from the Biology Division, as expressed by Nancy Mann:**

We currently have no problems with the designated smoking areas. Many of our returning veterans, as well as others in our campus community, including faculty and staff, use cigarettes as stress relief. Again, campus smoking is currently not causing any problems for campus non-smokers. There is currently no major litter problem associated with smoking outside of smoking allowed areas. I think a far better approach than such draconian intervention into the personal lives of ADULTS would be to declare ourselves a "Wellness" campus or some such and put our resources into providing mental and medical help/motivation to those who do want to quit smoking RATHER than spending our resources banning a LEGAL adult activity and policing that ban. I speak as the widow of a 100% disabled Viet Nam veteran with severe PTSD who smoked responsibly. (I have never smoked by the way and loathe it I understand how it helps some. I also do not think that the majority (non-smokers) have the right to impose their views on a minority which is not causing any problems for the majority.)