

FAQ for the Work to Contract Campaign

1. *Is the union's "work to contract" action based on legal advice?*

Yes. The union has drawn up these plans acting in consultation with CCFT's legal counsel. The Union also remains available to answer any questions faculty may have about this campaign.

2. *Can I have my pay deducted when I participate in this action?*

No. If you are performing your normal duties, but not undertaking activities over and above that, the employer has no justification for deducting your salary. CCFT will challenge any attempts to make deductions, but we do not anticipate this happening.

3. *What should I do if my dean or another supervisor insists that I perform a task or activity not required by my work duties or outside the CBA?*

We need to show the District that the scope of faculty voluntary service is immense and taken for granted, along with the paid work we perform, but without anyone getting in trouble as individuals.

If a dean, supervisor, or administrator insists on you complying with an instruction, do not lay yourself open to disciplinary action.

Comply under duress, in writing, and immediately contact CCFT. CCFT will not sit idly by while any faculty are required to perform uncompensated, voluntary work outside the requirements of the CBA, and will file grievances and take other action as may be necessary.

4. *How should I decide which activities to include as part of my primary assignment or five hours of required committee/college service work?*

The Union understands that faculty have historically performed voluntary service far beyond the required 40 hours per week, and that all this service is important to students, Cuesta programs, and the College community. In deciding which duties to prioritize for the required 40 hours of service, faculty should base the decision on their professional expertise on which tasks and duties are most important. Faculty should be prepared to explain to their supervisors the basis for any such determinations, if asked.

5. *Can my dean instruct me to do something outside of the CBA requirements or my regular work duties/two college service activities?*

No. If you are instructed to do something which you have not regularly done previously and you consider to be outside your 40-hour per week assignment, insist that dean put the instruction in writing to you. Then comply with that instruction, in writing to avoid any accusation of insubordination, even if unfounded, and contact CCFT.

6. *How do I determine whether a meeting or activity is voluntary?*

We are advising faculty to attend all regular department, division and college meetings as a part of their required primary service. If you are in doubt, you should ask your dean in writing whether attendance is voluntary or mandatory. If they say you must attend, we recommend that you do so, but be sure to include the time in the calculation of your primary assignment.

With respect to committee work, it is CCFT's position that the parties' practice is that faculty elect which work they will provide to meet this requirement, within reason. However, if a supervisor directs you to instead perform other work to meet this five-hour per week assignment: (1) get the directive in writing, (2) comply, and (3) let CCFT know immediately.

7. *Does the District know about CCFT's Work-to-Contract campaign?*

Yes. The Work-to-Contract campaign is protected by California labor law, and CCFT is sending out official notice of this action to the District administration and copying all deans and supervisors. This Notice informs the District of the campaign and warns it against any unlawful retaliation against participating members. A copy of Notice is attached to this email.

CCFT is extremely grateful for the positive feedback we have so far received regarding this campaign. As you can imagine, the more faculty who participate, the greater the impact will be on the College administration.