



Subject: **If we don't stand up for ourselves, we will continue to be treated unfairly.** 11/21/2017

Dear faculty,

Here is your November negotiations update: CCFT and the District are at impasse over compensation, part-time office hours, and part-time faculty assignment rights. Our second attempt at mediation failed on November 14, as the District did not make a meaningful change to their grossly inadequate offer of a 1% salary increase for 2016-2017 (yes, last year). We are moving towards the next step in the process, called fact-finding.

During the last **10 years**, faculty salaries have only increased by 10%. The District's current offer would continue to keep Cuesta faculty as the lowest paid out of the 11 colleges in our cohort. The District claims that it is uncomfortable increasing our salaries by a larger amount. However, they do seem comfortable in dramatically increasing the salaries of their deans and vice-presidents to the average of the same 11-college cohort.

Therefore, CCFT is calling for tenured, full-time faculty to **"Work to Contract" – to refuse to continue performing voluntary, unpaid work for the College**— while the District refuses to raise faculty salaries to an average wage and pay for more of our part-time faculty to be compensated for office hours. CCFT is initiating this campaign to pressure the district into recognizing our value starting in Spring 2018.

Voluntary, unpaid work is a time-honored service that faculty provide for Cuesta, but it is increasingly clear that the District's Board of Trustees and administration does not place real value what we do for our students, our college, and our community.

What is Work-to-Contract?

"Work-to-contract" is a lawful refusal to perform free labor that is not required by our collective bargaining agreement (CBA). Faculty who choose to participate in this labor action will perform **ONLY** the duties contractually required of them. According to the CBA, faculty are required to work **40 hours per week only**.

For full-time, instructional faculty, your **contractual obligations** are listed below. These are the required tasks that you need to continue to perform if you are participating in *work to contract*.

1. The primary assignment of 30 hours per week only (plus overload hours), with any time left over after lecture, lab, prep and grading for division responsibilities and professional growth.
2. Five office hours per week
3. Five hours of committee/governance activities per week.
4. Your FLEX obligation and any work compensated by reassigned time or stipends.

Any work beyond what specified above is voluntary. The Union is scheduling 1-on-1 meetings with faculty to consult on how to meet their required 40 hours per week, and inform their supervisors of the scope of their required responsibilities for Spring 2018. The Union has created a comprehensive outline of faculty work duties on its website (ccft.org)

What required tasks will FT faculty need to continue to perform?

–All of the **contractual obligations** 1-4 that are listed above.

What voluntary tasks can faculty stop performing?

1. Extra office hours or time in the student success center/tutorial labs above the 5-hour requirement.
2. Committee or governance work beyond the 5-hour requirement, and any unpaid governance work.

3. Work beyond the 30-hour primary assignment (plus overload), with faculty prioritizing tasks based on their professional assessment.

Why should I participate?

1. To convince the district to pay us fairly.
2. To highlight the hidden value of faculty to the district.
3. To advocate for more paid part-time faculty office hours to improve student success.
4. To improve consistency in scheduling for part-time faculty when classes are cancelled.

Faculty may work-to-contract as long or as briefly as they wish. The District may not reprimand or take any reprisals against faculty that choose to work-to-contract.

CCFT is *not* asking part-time faculty or tenure-track faculty to participate in this campaign unless they wish to do so. For those not participating, we instead ask that you support your full-time, tenured colleagues who are participating.

For part-time faculty, we only ask that you consider carefully any request to perform uncompensated work, including uncompensated office hours for your students. This is an invaluable service for which the District is unwilling to provide proper compensation, but will happily have part-time faculty perform for “free.”

How Can I Show My Support?

Each full-time faculty member who is considering participation in this labor action should:

1. Notify CCFT of their intent to participate,
2. Learn about faculty work obligations under the CBA vs. voluntary service,
3. Inform your Dean of your choice to not perform voluntary work beyond the required 40 hours per week for the Spring 2018 semester.

The EB has “model” letters and emails available as examples of such notifications from faculty to supervisors, and we are happy to review your email before it goes out. We can help with composing your letter at the November 30 All-Member meeting (see below).

Any faculty member who is interested in participating in this campaign or having a 1-on-1 meeting to go over your work duties/questions should email Debra Stakes (dstakes@cuesta.edu), Julie Hoffman (jhoffman@cuesta.edu), or Greg Baxley (gbaxley@cuesta.edu).

CCFT also will be holding a member meeting on **Thursday, November 30 at 3 pm in room 3134 on SLO campus with polycom to N5006**. The EB will be available to answer any questions you have. We will also discuss other faculty actions being planned. It is important that we walk in step with one another and be ready to support one another.

The CCFT EB 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 we will have.

Yours in solidarity,

The CCFT Executive Board

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