

## **General Membership Minutes**

February 3, 2009 — 12:00 noon, Horticulture 5005

**Item 1) CALL TO ORDER:**

**TIME:** 12:22

**1-1) Approximate number present:** 120

**1-3) Guests present:** Maya Bendotoff, John Govsky, Steve Hodges, Bob Owen, Susan True, Cathy Van Loon, Claudine Wildman

**1-4) Introduction of Guests:** President Stainback welcomed members of Faculty Senate, CCFT, and College Administration.

**Item 2) CHANGES TO AGENDA:** none

**Item 3) ITEMS FROM THE FLOOR:** none

**Item 4) UNFINISHED BUSINESS:**

**4-1) Special Election to Re-appoint Negotiations Team:**

Should membership direct the CCEU Board to extend the terms of the present negotiating team?

**118 yea, 0 nay, 2 abstentions.**

The current negotiations team, consisting of Stainback, Blumë, Mason, Scott, Hlavaty. with Del Bonta and Jerred as alternates, will remain in place until the next round of negotiations is completed.

**4-2) Budget Overview:**

The president urged members to "hang together" and "treat each other with love and respect." She also reminded membership to be visible by hanging CCEU stickers and wearing turquoise.

The governing board has requested that constituency leaders from CCEU, CCFT, and Faculty Senate meet with them. The governing board also says it is committed to transparency. Keeping in that vein, CCEU and CCFT stood together at the February 2 governing board meeting to urge that the board carefully examine and perhaps reduce the 5 million dollars in proposed cuts.

Stephanie suggested that priority should be placed on saving jobs. She further advised that proposed cuts need to be examined to determine their viability. In mid-February membership will know what the cuts will look like. Although the district only needs to give 45 days notice to laid off classified employees, the district prefers to send out all notices at the same time. Cuts will be largely to vacant positions.

Presently the college has 26 empty positions, which make up roughly 10% of the classified work force. Most of the unfilled positions may be eliminated, while at the same time the college is facing increased enrollment. Stephanie pointed out that viable work plans from administration must accompany

## **General Membership Minutes**

February 3, 2009 — 12:00 noon, Horticulture 5005

these lost positions to determine how work will get done and what services will be reduced as a result. There is also the possibility of staff reduction as some work done by CCEU employees could be contracted out. The CCEU Board of Directors is vehemently opposed to this. Meanwhile, CCEU has withdrawn its request to negotiate salary and has put the classification study process in abeyance for two years.

Rebuffing several rumors, Stephanie assured members that they will receive paychecks, not IOU's, at least through May. Faculty Senate President Steve Hodges, addressing another rumor, said that Fridays will not be taken from the schedule because the Ed. Code mandates the number of hours in a semester. Thus, eliminating Fridays would mean a longer semester. Finally, when a member asked about the possibility of having to take unpaid leave during Spring Break, Stephanie noted that she has not been approached on this matter and that it was too soon to consider any discussion of furloughs.

### **4-3) Classification Study Update:**

A side letter has been prepared which stipulates that the reclassification process will be suspended though the '09-'10 academic year. CCEU does not want to give the process up, but does want to study and improve it.

### **4-4) Contract Language and Bumping Rights:**

Eireann Del Bonta and Bradley Booth explained contract language regarding seniority and bumping rights. Since the last round of layoffs in '02-'03, there have been changes in the contract language. Seniority is now determined solely by date of hire. According to the contract, a person with seniority whose position has been eliminated can move to an "equal or lower class," provided that person meets minimum qualifications in the job description. Differences have arisen between administration and CCEU regarding interpretation of this language. Administration argues that a displaced employee should only be able to apply seniority in his or her class, while CCEU contends that the employee should be able to move into any equal or lower class. CCEU is trying to come to a mutual agreement with administration to determine the fairest and most efficient bumping process.

Presently, the process is as follows:

1. A position is identified for elimination within a class
2. A seniority list is prepared within the class for the eliminated position.
3. The person with the least seniority can then: A) volunteer for layoff, B) retire, C) bump into an equal or lower class, or D) accept a reduced assignment (considered a layoff).

Board Members and Regular Guests:

Mikki Adams, Lori Amato, Janus Blumë, Eireann Del Bonta, Rick Fillman, Jill Gallo,  
Jefferson Hancock (recording), Lena Mason, Anya Finke, Alta Northcutt, Stephanie Stainback

2

## **General Membership Minutes**

February 3, 2009 — 12:00 noon, Horticulture 5005

Eireann then defined several terms from Section 16 in the contract and fielded member questions. Notable responses follow:

- The district is obligated to notify an employee who is being laid off and to provide 45 day notice.
- Final layoff notices can come as late as May. Members who get one should contact Eireann Del Bonta immediately.
- A displaced employee has re-employment rights within 39 months of layoff. If a position becomes available, the employee has the right to return to the same class at the same pay rate.
- Health benefits are maintained for a limited time after layoff, on a sliding scale. Length of time depends on nature of assignment.
- Appendix A in the contract presents the salary schedule
- The layoff process makes no distinction as to whether an employee has a specialty within a class. Only seniority is considered.
- Eliminated positions cannot be staffed with temporary hourly employees according to the Ed. Code.
- The Meet and Confer Team will meet with each person being laid off.

**Item 5) INFORMATIONAL ITEMS:** None

**Item 6) ADJOURNMENT:** TIME 2:00 P.M.

Respectfully submitted:

---

Jefferson Hancock, Recorder (recorder)

---

Stephanie Stainback, CCEU President

Date: \_\_\_\_\_

Board Members and Regular Guests:

Mikki Adams, Lori Amato, Janus Blumë, Eireann Del Bonta, Rick Fillman, Jill Gallo,  
Jefferson Hancock (recording), Lena Mason, Anya Finke, Alta Northcutt, Stephanie Stainback

3