

LABOR TALKS

# Cabrillo Board approves reopening of negotiations

College faces \$2.4 million budget gap for 2010-11

By TOVIN LAPAN

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CAPITOLA — In a widely anticipated move the Cabrillo Community College Governing Board voted Monday to reopen negotiations with the two major unions representing its employees for the 2010-11 school year.

The administration announced its intentions to reopen negotiations last month during budget updates that outlined the school's position in light of state cutbacks, including a \$2.4 million budget gap for 2010-11.

When meeting with the labor organizations earlier in the year, the college negotiated provisions that allowed for reopening of segments of the contracts.

The Cabrillo Classified Employees Union agreed to roll over its 2009 contract for 2010, with the added provision that the school could reopen negotiations on benefits and salary once per fiscal quarter. The negotiations with the union that represents about 250 Cabrillo employees would start in January.

"Before we look at reductions we need to look at the budget and have a discussion with administration about budgeted expenditures," said Stephanie Stainback, president of CCEU.

The Cabrillo College Federation of Teachers, representing approximately 650 part-time and full-time employees, signed a contract earlier this year in which Cabrillo is allowed to reopen salary and benefits negotiations every year.

"We have a record number of students and not even close to a record level of faculty," said CCFT president Paul Harvell. "From a teaching standpoint we can rely on adjuncts, but the technical fields have a

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Every component of the college's operations, from administration to instruction and student services is being targeted for salary and benefit reductions.

The projected budget deficit for Cabrillo in 2011-12 is \$3.6 million, but \$1.2 million in reserves has been used to help bridge that gap.

Additionally, for the 2010-11 budget, another \$1.2 million in reserves has been set aside in anticipation of budget changes once a new state budget is proposed in January. Earlier this year, \$1.9 million in reserves was used to balance the 2010-11 budget, which was about \$60 million total.

Since 2008 Cabrillo has cut \$5.56 million from its budget. Earlier this year, Cabrillo canceled its monthlong 2010-11 winter session, and is offering 400 fewer course sections

this year than last.

Health care costs, which will be a significant part of the negotiations between the school and the unions, according to Victoria Lewis, Cabrillo's vice president of administrative services, have risen \$2.5 million since July 2008.

"Significant savings in health insurance costs would reduce the number of cuts required from other areas, including personnel," Cabrillo President Brian King wrote in a letter to staff in October.

Each component — president's office, instruction, student services and administrative services — is being asked by administration to reduce their budgets by an amount commensurate with their department's total percentage of the overall budget in order to close the budget gap.



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