

CCCFT Steering Committee Meeting
June 6, 2019

The meeting started at 6:00PM. In attendance: Robyn Ferret, Madeline Gorges, Sharon Saxton, Leah Schubert, Dave Shapiro, Greg Campbell, Louise Spiegler, Midori Sakura

Agenda items:

- Annual Goals
- Pre-fall activities
- Reports
- Other

Opening Week Activities: We began by talking about the 2019-2020 Academic Year opening week activities. CCCFT and WPEA are planning to have a potluck lunch on the Thursday of opening week. More details to follow

Discussion of Steering Committee members' Union efforts this past year: Louise led us through a discussion where each member of the Steering Committee shared some of the efforts on behalf of the Union that each member had participated in during the previous school year.

- Leah and Midori talked about their efforts in providing sustainable food options for meetings and events during the previous year. They both expressed their appreciation to WPEA for collaborating with CCCFT for meetings and Union solidarity events. Louise talked about meeting with state legislators to help secure our COLA and the 5.0% increase for King County residents. Louise also attended the AFT-WA annual convention and shared materials from it with the committee
- Midori talked about her work in getting signatures on petitions to legislators on behalf of the ROC (Reinvest in Our Colleges) effort.
- Madeline talked about meeting with legislators on behalf of the ROC effort.
- Brian and Greg both mentioned working on JCAC this past year.
- Sharon talked about her success in finally getting a Union page on go.Cascadia and getting our contract up on there for all to see. She talked about her experience with going to Board meetings and how sometimes she has been “blindsided” by information that comes out in Board meetings, for instance, the fact that there are “steps” in the contract of our college President Eric Murry. She also talked about how she has made herself available as a resource for Union members who have questions and issues to explore. She also clarified that our COLA is 3.2% in July, then the 5.0% King County increase goes on top of that, for an effective 8.6% raise. We then will get the additional 2.8% COLA July 1, 2020.

Communication Discussion: We talked at length about how we can do a better job of communicating with membership and among ourselves. People have mentioned that they aren't always able to get the latest information about Union actions, including walkouts and such. We are committed, as a Union to doing a better job of keeping folks informed and are hoping the go.Cascadia site can be a tool to do so.

Concerns about classes being cancelled and how CCCFT can have input: We talked about how it is not always clear what criteria are used by the Deans to decide which classes are cancelled and wondered together about how CCCFT can have more input in making those decisions. We didn't arrive at any conclusion about this other than trying to keep on our shared radar information about those decisions and what we learn about how the information about those decisions is communicated to faculty.

We voted to recommend Mike Panitz and Srividhya Venkatraman to serve on the Tenure Committee of new BIT tenure-track faculty member, Nureni Adeyemo.

We also voted to approve funding the budgeted one-quarter reassign buy-out for CCCFT Coordinator, Sharon Saxton.

Dealing with sexism from students: We had a discussion about what rights faculty have in dealing with sexist behavior on the part of students, in particular, when that behavior takes place out of the classroom, especially in office hours. It was proposed by Louise that we begin developing a Workers' Code of Rights that can, perhaps, be included in our syllabi so that we have a way of pointing out to students and administration what we, as faculty, can do when confronting these difficult, and sometimes unsafe, situations. We committed to researching what other schools have out there as policies and to working with John Eklof for further clarification.

Preparing for RIFs if necessary: In light of the declines in enrollment, we want to get ahead of any discussions of Reductions in Force. While there hasn't been any talk on the part of Administration about RIFs, we want, as a Union, to be ready in case such talk becomes necessary.

AFs as Chairs: We had a discussion about whether Associate Faculty could be Division Chairs. There's nothing in our CBA preventing it; we want to make sure that Administration recognizes this possibility in case an AF wants to pursue being a Chair.

Distribution of the Best Practices for Adjunct Faculty report (which we hope to make widely available) and the political action report, both from our State AFT. Louise Speigler shared these documents (that she received at the AFT-WA convention) with the Steering Committee. Should you like a copy, contact her directly, lspeigler@cascadia.edu.

Info and call for participation in AFT-WA's "Powerful Locals" training. Anyone who is interested in attending AFT-WA's "Powerful Locals" training, August 8-10, 2019, at Evergreen State College, please contact Sharon Saxton, ssaxton@cascadia.edu.

The meeting adjourned at 8:10PM