



Hello All. As noted in my All Campus message sent this past Sunday (9/20), here is an update on the status of the budget development.

Yesterday, the WCC Management Team finalized the list of proposed staff reductions that may be necessary to address the budget allocation and workload reductions from the state and enable us to keep the doors open for our students.

Today, all of the classified staff on the projected list were personally given advance notice by their direct supervisor, assisted by either Dr. Konuwa or me.

Tomorrow at 8 a.m., Vice –Chancellor Alt will meet with the CSEA negotiating team to notify them of the proposed reductions to the unit and to discuss possible concessions. Tomorrow and Friday he also will meet with the other three bargaining units (YCAFT, YCCDPOA, and YCFA) for the same purpose. Mr. Alt met last week with the district managers for similar conversations.

An initial list of reductions by position title will go to the Board of Trustees in October. A final list of proposed staff reductions by employee name will be taken to the Board in November. Concessions by all employee groups could have significant impact and minimize the need for layoffs. It will take all of us pulling together to achieve that end.

#### Important Dates

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| September 1 – 14  | Ongoing budget discussions with WCC Management Team to identify reductions to operating budgets. |
| September 14 & 21 | CHEX budget discussions  |
| September 22      | Proposed staff reductions  |
| September 23      | Staff notifications  |
| September 24 & 25 | Consultation with bargaining units   |
| September 15-30   | Budget refinement and input into Colleague   |
| October 2         | Deadline for Board agenda items  |
| October 14        | Board Meeting and Public Hearing for adoption of budget<br>(at Clear Lake Campus)                |
|                   | List of proposed staff reductions provided to Board  |
| October 15        | District budget due to System Chancellor's office  |
| November 18       | Board Meeting at WCC   |



To support affected staff, the district will be working with CSEA to offer a series of informational workshops to provide assistance with resume writing, interviewing techniques, and other topics related to the employment search process. In addition, assistance from the Employment Development Department will be available.

Information on the Employee Assistance Program (EAP) which provides a variety of services to help cope with stress and other needs is available from Human Resources and will be distributed to all staff. Assistance will be available to part-time staff that usually is not eligible for such services.

The leadership team of this college is very concerned about our staff and we will do all we can to assist you through this difficult time. There are many questions, very likely more than there are answers at this point. Questions about the impact of staff reductions on programs and services should be directed to your immediate supervisor.

As a reminder, the budget crisis is a multi-year concern. We need to be frugal in our purchasing and innovative in our operations to minimize costs wherever possible to mitigate any mid year “surprises”.

To date we have focused on the impact for this fiscal year (2009/10). There has been no discussion of reduction or elimination of programs, the effect of which would be in the next fiscal year. There is a specific process to follow for that purpose. Also, there has been no further discussion about a potential modified summer schedule that could begin after July 1, 2010. These are discussions yet to come, once we know the full effect of this year’s fiscal challenges.

Through teamwork and mutual support we can lessen the impacts on our students, staff, and the college community as a whole.

Thank you all for your work.