

Table Talk

Classified Employee Week

On May 15, CFCE's negotiations team met once again with the District to work on contract negotiations. As you know, over the past three negotiation sessions the District has tried to pressure CFCE into re-opening three previously negotiated and agreed to articles, but CFCE has stood firm in our assertion that we will not accept from the District regressive proposals on closed articles. CFCE seeks to move forward, not backwards.

Article 19 (Salaries), Article 14 (Hours and Overtime) and Article 7 (Employee Status) were previously negotiated, reviewed by legal counsel, and signed off on by both parties. Rather than move forward and work towards closing the contract, the District has taken the position that these previously agreed to articles are in fact not closed and they are seeking to make changes to the agreed upon language. This tactic disregards the work done by both parties over the past two years of negotiations.

Compounding the problem are the changes the District is seeking to make to these three closed articles:

Article 19 (Salaries) – Eliminates COLA permanently from the contract in exchange for a one-time 1.57% increase retroactive to July 1, 2013, allows CFCE the opportunity to reopen the article and return to the table to negotiate should any other constituent group negotiate a higher increase in monetary compensation.

Article 14 (Hours and Overtime) – Enhances management's right to assign work as needed.



Coast Federation of Classified Employees

Negotiation Team:

Ann Nicholson	President
Connie Marten	Chief Negotiator
Sheryl Area	OCC, VP
Frank Oppedisano	CFT Field Rep
Katherine Steed	Executive Director

Articles Opened CFCE

Article 7 – Employee Status
Article 10 – Performance Appraisal
Article 12 - Reclassification
Article 17 – Leaves of Absence
Article 19 – Salaries
Article 26 – Non Discrimination, Equal Employment Opportunity, Harassment, and ADA

Articles Opened District

Article 7 – Employee Status
Article 10 – Performance Appraisal
Article 17 – Leaves of Absence
Article 18 – Professional Development
Article 19 – Salaries
Article 20 – Employee and Dependent Benefits
Article 21 – Retirement

Article 7 (Employee Status) – Eliminates provision allowing employee to automatically become permanent in the absence of the 8th month evaluation and subsequent recommendation for permanency at 11 months.

In an effort to move forward in the bargaining process, at the May 15th session CFCE presented to the District counter proposals on negotiation Ground Rules, Article 27 (Duration), and the Standby Time MOU. The District was to present Article 18 (Professional Development), but was not prepared to present its counter proposal. At the next negotiation session on June 19 the District will present to CFCE counter proposals on these three items as well as Article 18 (Professional Development).

COLA

CFCE is continuing to fight for your contractually provided cost-of-living adjustment (COLA), this year at 1.57%. Instead of providing employees with this modest increase--which they are required to do under Article 19.4 of your contract--the District has kept the COLA money for itself. The District's decision has forced CFCE to file a lawsuit that the District has chosen to spend thousands of dollars to fight. The District now contends that CFCE is refusing to bargain Article 19.4, which was completed months ago.

For months the District has claimed that it simply couldn't afford to pass along this increase to employees. Yet, community college districts around the state have managed to provide their employees with COLA plus additional increases. It remains unclear to CFCE why the District is unable to fulfill its financial obligation to its employees. The following are just some of the increases classified employees are receiving around the state:

South Orange County Community College District: **1.57% increase**

North Orange County Community College District: 2.5% on-schedule + 1.0% off-schedule = **3.5% increase**

Palomar Community College District: 3.0% on-schedule + 0.72% off-schedule = **3.72% increase**

Mendocino-Lake Community College District: 3.57% increase

San Mateo Community College District: 3.0% increase

Butte-Glenn Community College District: 1.57% increase

State Center Community College District: COLA + 4.28% increase

Marin Community College District: \$1000 one-time + 2.0% increase

Foothill - DeAnza Community College District: 1.57% COLA + 0.5% = 2.07% increase

Ventura County Community College District: 2.0% increase

CFCE will continue to press the District on this issue and keep you abreast as the lawsuit on this issue progresses.

Enjoy the long weekend!

May 26, 2014 **Memorial Day** is a US federal holiday wherein the men and women who died while serving in the United States Armed Forces are remembered. The holiday, which is celebrated every year on the final Monday of May, was formerly known as Decoration Day and originated after the American Civil War to commemorate the Union and Confederate soldiers who died in the Civil War. By the 20th century, Memorial Day had been extended to honor all Americans who have died while in the military service. It typically marks the start of the summer vacation season, while Labor Day marks its end.