



**B.U.M.**

# Bulletin

A publication for all bargaining unit members of the  
Coast Federation of Classified Employees, AFT Local 4794  
February 16, 2017: Vol. 10, No. 8

## President's Message



The spring semester is in full swing and we're all working hard to help students get settled in at the campuses. I'm happy to announce that we're closer to rebranding our newsletter.

Thank you to everyone who submitted suggestions for the new name. The E-Council selected OCC Theatre Stage Technician, Quintin Powell's suggestion: Coast Federation Digest: Union News, Information, and Tips for Employees (U.N.I.T.E). The new newsletter will have a whole new look and feel. [Let us know](#) what you would like to see as regular newsletter items moving forward or any other feedback you feel would be helpful to us. Your input is welcome and appreciated!

I recently received a letter from the American Federation of Teachers (AFT) President Randy Weingarten. She congratulated us on the 25<sup>th</sup> anniversary of our union charter with AFT as Local 4794. Prior to us standing alone as the CFCE, we were part of the faculty Local 1911. The letter said, "In the tradition of the AFT, you have worked diligently to improve members' lives and the lives of the people we serve, as well as to help your members achieve dignity in the workplace." I'm proud of the work that has been accomplished by this local. Our work is never done as we constantly strive to achieve new goals and improve working conditions for classified professionals.

We've recently received additional class/comp information from the District and updated our "Negotiations" website: [JB Rewards recommendations list \(2/10/17\)](#). Our website will continuously be updated as we receive new information.

Don't forget to wear blue on Fridays to show that classified professionals are united! If you are a union member and need a CFCE T-shirt, contact [Union Assistant, Jamie Crowder](#).

## State of the District Address

On Thursday, February 9, 2017, Chancellor Weispfenning delivered the Coast Colleges Annual State of the District Address. Christine Sta Ana opened the program beautifully singing the Star Spangled Banner. Each college president and the Chancellor provided an update and it was also nice to hear the students of the OCC Chamber Singers perform. The Chancellor's comments can be viewed [HERE](#).



## Apply for the CFCE Scholarship

The application for CFCE's annual \$500 scholarship is [available online](#). Eligibility requirements are:

- Must be a CFCE member or legal dependent of a CFCE member in good standing for at least one year prior to the application submission date.
- Applicant must be attending or planning to attend a community college, four-year college or university, or technical/trade school (scholarship recipient will be required to show proof of enrollment to receive award check).
- Previous year's recipients may not apply.

Applications must be postmarked by March 15, 2017. Mail



your application to:  
Coast Federation of  
Classified Employees,  
Scholarship  
Committee, PO Box  
3688, Huntington  
Beach, CA 92605-  
3688.

## Vote in the CFT Convention Delegate Election

CFCE members have the right to vote in the CFT Convention Delegate Election. Members received an e-mail that contained a link to the ballot and voting instructions on February 7, 2017. Make sure to cast your ballot! The CFT Convention, held March 31 – April 2 in Sacramento, is CFT's highest governing body. Delegates will shape the union's policy and positions on issues that affect members across California. This year, CFT officer elections will be held during the Convention. Delegates will also attend workshops and receptions. For the first time, CFCE is holding a secret-ballot election using a secure third-party online voting system. If you need instructions on how to vote, click [HERE](#). Voting is open until February 24, 2017 at 5:00 PM.



Visit [CFCE.org](#) for the latest information on negotiations and everything else in the world of CFCE.



## Ask Rosie

Have a question for Rosie?  
E-mail [anicholson@occ.cccd.edu](mailto:anicholson@occ.cccd.edu)

Dear Rosie,

When my department has planned an event for a holiday weekend am I required to work? I've already made plans for this weekend and don't want to work overtime.

Sincerely,  
*Holiday Hanna*

Dear Holiday,

Overtime is not mandatory and an employee may refuse overtime work, except in case of an emergency ([Article 14.10](#)). An emergency is defined as a situation or occurrence of a serious nature which develops suddenly or unexpectedly and results in a relatively temporary change in circumstances and demands immediate action. It doesn't appear that this situation falls under an "emergency" as defined in [Article 3.2](#). Should you choose to work the holiday, you would be paid straight time for the holiday and one and one-half (1-1/2) times your regular rate of pay (including shift differential) for hours worked, which is equal to double-time and one-half ([Article 16.3](#)). Enjoy your holiday!

Sincerely,  
*Rosie*

Dear Rosie,

I never seem to have enough time to get my work done. I end up skipping breaks and taking a quick lunch or eat at my desk. What should I do?

Sincerely,  
*Overworked Oscar*

Dear Overworked,

We only have eight hours in a day to work! My first suggestion would be for you to sit down with your supervisor to discuss your work load issues and work with your supervisor to determine your priorities. Second, if you feel that you may need to have some help or work overtime to get caught up, this would also need to be discussed and approved by your supervisor. The idea behind this exercise is to open up lines of communication with your supervisor, clearly determine your priorities and relieve some of your stress.

Sincerely,  
*Rosie*



"Today, we say that when you pick a fight with any of us, you pick a fight with all of us! And that when you push us, we will push back."

- [Richard Trumka](#)

## Get Your Copy of the Contract

[CLICK HERE](#) for a copy of your 2015-17 Contract. The Contract covers the terms of your employment in the Coast District, including salaries, health benefits, vacation time, schedules, sick leave, retirement, professional development, safety, discipline, performance evaluations, and more.



## Legal Update

**District Files PERB Charge Against CFCE:** The District filed an unfair practice charge (UPC) with the Public Employment Relations Board (PERB) against CFCE on January 20, 2017, alleging that CFCE is bargaining in bad faith for refusing to negotiate Article 21 – Retirement and for other allegations. CFCE will continue to work with our attorney defending the charge filed by the District. To date, CFCE has provided our attorney with evidence that clearly establishes that the District's claims are false and disputes the representations made in the charges filed by the District.

## Support CFCE on #BlueFridayCFCE

Show unity with your coworkers and wear **blue** on Friday! CFCE members who wear **blue on Friday** are making a statement about unity, pride in our work, and the need for respect and equity.



Take a selfie or a picture of you and your coworkers and post it on the CFCE Facebook Page with the "hash tag" #BlueFridayCFCE or email it to Executive Director, Nate Banditelli. When you submit a picture, you'll be entered into a monthly drawing to win a gift card!

CFCE is encouraging hash tags before key words because they make it easy to find related information on social media. A "hash tag" is a symbol that is used to group social media posts and photos about specific topics. Think of it like a social file folder.

## Get Inspired

### Friday Night "Pilates for Stress Relief" Returns!



Location: GWC, Rec ED 211  
Time: 5:15 p.m.

The class is free and open to all District employees.

Click on the following link for dates:  
[Pilates for Stress Relief](#)

## Weingarten Rights

### When to bring a union rep:

**You have the right to have a union representative** at any meeting or investigatory interview with a supervisor or administrator that you **reasonably believe might lead to discipline**. These are called your Weingarten Rights, named after a 1975 U.S. Supreme Court Decision. Your supervisor does not have to notify you of your right to union representation--you must assert your Weingarten Rights. This applies to everyone who works in a unionized child care center, school, college or university, whether public or private.

### What is discipline?

**The start of the discipline process might include** an informal conference, written reprimand, written or verbal warning, demotion, unpaid suspension from work, or termination.

### Attending meetings

**If you are told to attend a meeting with your supervisor, ask what the topic will be.** If it sounds to you as if the meeting might lead to discipline, contact your campus/site rep and ask for them to accompany you. Or, if you are in a meeting with your supervisor and the direction turns toward reprimand, say that you would like to reschedule the meeting to allow you to have a union rep present. If the supervisor refuses, explain that you prefer not to answer questions, but that you will if directly ordered to do so.

**To assert Weingarten Rights, say: "If this discussion could in any way lead to my being disciplined, terminated, or could affect my personal working conditions, I respectfully request that my union representative be present."**

## CFT Leadership Conference Held in Sacramento



Executive Director, Nate Banditelli, attended the California Federation of Teachers (CFT) annual Leadership Conference, "Politics & Policy Organizing Summit 2017" from February 1-2, 2017 at the Holiday Inn Capitol Plaza Hotel in Sacramento. Attendees heard from elected officials, CFT staff, and CFT officers. They also learned about CFT's political priorities, which include the following:

- Prohibiting districts from charging teachers to complete their Beginning Teacher Support and Assessment (BTSA) Program.
- Banning for-profit charter schools.
- Adding a community schools coordinator, restorative justice practitioner, and/or a mental health professional to school safety planning committees.
- Requiring K-14 districts to provide a minimum of six weeks of paid leave to female employees during their pregnancy and during recovery from childbirth.
- Studying the use of technology in education.
- Additional funding for part-time faculty office hours.
- Teaching labor history in schools.

Many in attendance walked or bused to the State Capitol and met with legislators and their staff to share their stories and the CFT's political priorities for this legislative session.

## Classified Professional Takes Initiative to Assist Veterans

Tom Boscamp, Veteran's Technician, is an example of a classified professional who is going above and beyond to help those who have fought for our freedom. Tom works with the college's veterans in the CCC Veterans Resource Centers (VRC), located at College Center and the Newport Beach Center. One day, he asked one of his veterans if everything was okay because he sensed that something was off. The student-veteran admitted that he had not had a meal since the day before. Boscamp realized that he could do something to help hungry veterans and began to work on a food pantry.

The CCC VRC has partnered with [Meals in a Box](#), a national non-profit organization that is run by local volunteers through the [Newport Beach Sunrise Rotary](#). Meals in a Box collects food and distributes it to veterans. You can drop off nonperishable food items at 50 supporting businesses around Newport Beach or at either of the CCC VRCs.

## Post of the Month:

[#BlueFridayCFCE](#) posted on Facebook



## Congratulations to our Retirees!

- Margie Kopak, OCC, Division/Area Office Coordinator, retirement effective December 31, 2016
- Irene Poush, CCC, Typist Clerk Intermediate, retirement effective December 31, 2016
- Lu Anne Venham, OCC, Child Care Center Coordinator, retirement effective

## C.F.C.E CONTACTS

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## CALENDAR

Coast Federation of Classified  
Employees

**Executive Council Meeting**  
CCC – 4<sup>th</sup> Fl. Conference Room  
Friday, March 10, 2017  
8:30 - 11:00 AM

Coast Community College District  
Board of Trustees Meeting

District Office, Board Room  
1370 Adams Ave., Costa Mesa  
March 1, 2017  
5:00 PM

## B.U.M BULLETIN

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Since every classified employee is a *bargaining unit member* of CFCE, as defined by PERB Determination #LA-R-797A, this publication is referred to as the B.U.M. Bulletin, where B.U.M. is an acronym for *bargaining unit member*.

## February Giveaway!

## ANSWER THIS QUESTION:

When is the last day to vote in the CFT Convention Delegate Election?



STARBUCKS®

**CLICK HERE** to enter the drawing for a \$10 Starbucks gift card. The deadline to enter is Feb. 28, 2017.



Congratulations to last month's winner:  
**Joan Hayes - CCC**

Save with Union Plus programs like car buying services, scholarships, travel & entertainment deals, three credit card choices, and much more!

\*Certain restrictions, limitations, and qualifications apply to these grants. Additional information and eligibility criteria can be obtained at UnionPlus.org/Assistance. Credit approval required. Terms and conditions apply. The Union Plus Credit Cards are issued by Capital One, N.A., pursuant to a license from MasterCard International Incorporated. Capital One N.A. is not responsible for the contents of this message and/or any of the other third party product/services mentioned. The MasterCard Brand Mark is a registered trademark of MasterCard International Incorporated.

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## #CFCE on Social Media!

Tag us with #CFCE on [Facebook](#), [Twitter](#), or [Instagram](#) every time you attend a CFCE event. Tell your friends and followers why you support CFCE with the #CFCEpride tag. If your post is selected as the "Post of the Month," you'll receive a gift card!