



B.U.M.

Bulletin

*A publication for all bargaining unit members of the
Coast Federation of Classified Employees, AFT Local 4794
March 28, 2017: Vol. 10, No. 9*

President's Message



I've been the CFCE President for nearly a decade and I've served on the ECouncil even longer. I've never seen so much support and member participation as I've seen over the last year. I'm extremely proud of our classified professionals for showing unity as we work toward a fair negotiations settlement. Nearly

75% of our classified professionals signed the petition that we delivered to the Board of Trustees on March 15. Our membership numbers are higher than ever at almost 80% and voluntary donations to our COPE fund is at an all-time high. On Fridays I've seen blue shirts everywhere throughout the campuses and at District. What a statement we're making together – We Stand United! **However, we still have more work to do! WE MUST CONTINUE OUR UNITED STAND "JUST" TO PROTECT THE HEALTH BENEFITS AND LOWER OUT OF POCKET COSTS THAT ARE CURRENTLY IN OUR CONTRACT.**

It's time once again for CFCE Officer Elections! You should have received information about the 2017 CFCE Officer Elections which was mailed out to union members on March 15. What can participating as a CFCE officer do for you? You'll learn leadership and negotiation skills, work for equity and fairness on behalf of your coworkers, and experience the satisfaction that comes with working to improve lives through maintaining good jobs and quality education. Participating as an officer is a great way to learn and grow within the District. Officers attend two meetings per month. The work of CFCE is never done. We can accomplish much more for employees and students when more members pitch in and work together. For more information about a seat on the ECouncil, see "What is a CFCE Vice President, At-Large?" on Page 3.

Nominations Open for 2017 CFCE Officer Elections

The ad-hoc Elections Committee mailed out the election announcement and nomination form to union members on March 15, 2017. If you did not receive yours, contact [CFCE Executive Director, Nate Banditelli](#). The deadline to nominate candidates is 5 P.M. on Monday, April 3, 2017. In order to be eligible to vote in the election, you must be a union member in good standing 10 days prior to the election date. Union members may nominate themselves for office, however you may not nominate anyone for more than one office. Nominations sent to the Elections Committee using any method other than the P.O. Box provided listed in Huntington Beach, CA will not be valid. Nominations must be made on the provided Nomination Card.

Elected CFCE Delegates Prepare for CFT Convention

Congratulations to the 2017 California Federation of Teachers (CFT) Convention Delegates. The ad-hoc Elections Committee received more nominations this year than last year! CFCE union members elected four delegates to attend the Convention: Jay Brahmhatt, Ray Cotter, Jeanamarie Pirio, and Linda Tiger.

CFCE Executive Director Nate Banditelli will join the delegates at the convention from March 31 to April 2, 2017 in Sacramento. Delegates will hear and vote on resolutions and vote in the election of CFT officers that govern and guide our statewide union. Delegates will participate in general sessions, workshops, and constituent/division groups. When they return they will come back energized with ideas about how to further the interests of classified professionals.

Keep Your Blue On! #BlueFridayCFCE

More and more CFCE members are getting their blue on! Keep wearing blue every Friday! Don't forget to take a selfie or a picture of you with your coworkers and email it to Executive Director, [Nate Banditelli](#). When you submit a picture, you will be entered in a monthly drawing to win a gift card!

You can see all of the pictures on [Facebook](#) or [CFCE.org](#). Union members can request a CFCE t-shirt from [Union Assistant, Jamie Crowder](#).



Our Working Conditions are Students' Learning Conditions

CFCE members tabled in the free speech zones at GWC and OCC during the week of March 6, 2017. Nearly 750 students stand with CFCE for a fair negotiations settlement by signing our petition.





Get Your Blue On!



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.



Ask Rosie

Have a question for Rosie?
 E-mail anicholson@occ.cccd.edu

Dear Rosie,

I recently went on the District employee website to check my available vacation days and saw that I had 15 days available. However that was misleading because my manager had not sent in my last absence forms. This is not the first time my manager has waited a few months to submit my absence form; what can I do?

Sincerely,
Calculating Carlie

Dear Calculating,

It's important for employees to keep track of their own leave balances* for this reason, however it's also important that managers submit all absence forms promptly. You may want to check with your manager to confirm that they have submitted your signed form to the District. If s/he hasn't, ask that they submit the form in a timely manner to ensure that your leave balance remains accurate. If this issue continues, make an appointment with your CFCE rep to share your concern. CFCE will work with the campus HR Director to get your concern resolved.

*Check your balance on the District Employee Information System (EIS) located on your MyOCC/GWC/CCC account.

Sincerely,
Rosie

Dear Rosie,

I keep reading about COPE. Why does CFCE keep asking for extra money from members? Don't you have enough money from collecting dues?

Sincerely,
Curious Carl

Dear Curious,

CFCE does not spend general dues money on political contributions. COPE stands for Committee on Political Education. CFCE uses voluntary COPE contributions to support endorsed candidates who run for the CCCD Board of Trustees. By joining COPE, you have a right to participate in the candidate screening process. The COPE Committee develops a questionnaire for candidates, which must be filled out to be considered for endorsement. The Committee interviews candidates and then makes a recommendation for endorsement and financial support to the E-Council. Our power is our people, but elections cost money. We help our endorsed candidates by providing financial support toward their campaign.



Board Bites

March 1, 2017:

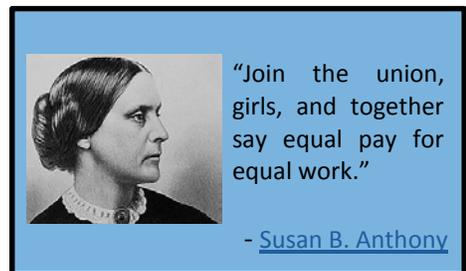
Black History Month: OCC President, Dennis Harkins reported that OCC held over twenty events in February to honor Black History Month.

District Budget Update: Vice Chancellor of Finance and Administrative Services, Andy Dunn gave a brief [budget update](#). He reported that the District's ending balance is projected to rise by 3% at the end of 2016/2017 from 24.61% to 27.63%.

Be Inspired

March is Women's History Month.

- [Read about how](#) the movement to recognize March as Women's History Month started in California.
- Several branches of the [federal government](#) have joined together to publish a website that includes an event calendar, audio, video, images, and curriculum.
- [The History Channel](#) has also published videos and pictures to honor American women.
- The American Federation of Teachers (AFT) has compiled "[25 Labor Events and Organizers](#)" who we should know about.



"Join the union, girls, and together say equal pay for equal work."

- [Susan B. Anthony](#)

Sincerely,
Rosie

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."



#BlueFridayCFCE



Returning to Work from a Leave? Have a Union Rep at Your Accommodation Meeting!

If you have been out on a medical leave and you are ready to return to work, you will need a doctor's note indicating your return date and whether you have need of any medical accommodations. Keep these important points in mind as you prepare to return to work:

- Before your doctor writes your return note, show her/him your job specification. If the doctor places any medical limitations on your note, you want to be sure that the limitations are not too broad or too vague. If your doctor understands your job duties, a note that specifically addresses your limitations related to your duties and allows you to perform your job safely will go a long way toward a smooth transition back to work.
- As soon as you have a return to work date, contact your manager and District HR and inform them of the circumstances regarding your return. Send them each a copy of your doctor's note. If you are released by your doctor without any medical limitations, you should be able to return to work on the specified return date without a meeting. If you have medical limitations from your doctor, the District will set up a meeting with you to review and discuss these limitations and the work that you can perform upon your return. This is called an "accommodation meeting." A delay in scheduling an accommodation meeting could result in a delay of your return to work.
- If your medical condition places any limitations on your ability to perform your job, the District will explore medical accommodations with you. A medical accommodation is any assistance that will help you to perform your job. Keep in mind that if you do not have any medical limitations, the District is not required to make an accommodation for you.
- You have a right to union representation during an accommodation meeting. CFCE strongly encourages you to contact the union office before you attend this meeting. In some cases, the process can be confusing and frustrating. Your CFCE representative can help explain your options, answer any questions that you have, take notes to ensure that the meeting is properly recorded, and work with you and the District to find ways to get you back to work safely.
- Visit AskJan.org for information on workplace medical accommodations. This site houses resources for medical accommodations. It also contains an alphabetical listing of medical conditions and common related accommodations.

What is a CFCE Vice President At-Large?

A large majority of the members on the CFCE Executive Council hold the title of Vice President At-Large. The VPs At-Large are elected by CFCE members at each worksite (CCC, DIST, GWC, and OCC). The number of these positions are determined by total CFCE membership at each site.

The duties of a VP, At-Large are:

- Assist the campus/District Vice Presidents, upon request,
- Participate on campus/District Area Rep programs,
- Have knowledge of District-wide/campus committees as they pertain to classified employees,
- Perform other duties as delegated by the President or assigned by the Executive Council.

Please consider nominating yourself or a co-worker who you feel would represent classified interests for this important position. We are stronger when we stand together and when more members get involved.

C.F.C.E CONTACTS

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CALENDAR

**Coast Federation of Classified Employees
Executive Council Meeting**
All meetings: 8:30 - 11:00 AM

OCC – Faculty House
Fri., Mar. 24, 2017

DIST – Conference Room E
Fri., April 7, 2017

**Coast Community College District
Board of Trustees Meeting**
District Office, Board Room
1370 Adams Ave., Costa Mesa
April 5, 2017
5:00 PM

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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*.

March Giveaway!

ANSWER THIS QUESTION:

When is the deadline to nominate a candidate for the 2017 CFCE Officer Election?



CLICK HERE to enter the drawing for a \$10 Starbucks gift card. The deadline to enter is April 14, 2017.



Congratulations to last month's winner:
Cynthia Berry - CCC

Three Ways to Save

CAR RENTAL

Up to 25% discount on car rental deals with Avis, Budget, Hertz, Dollar, Thrifty & Payless.

CREDIT CARD

Several credit card choices, all with competitive rates and U.S.-based customer service, designed to meet the needs of union members.

MORTGAGE

The Union Plus mortgage program makes buying or refinancing a home easy for you and your children.

*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 other third party products/services mentioned. The MasterCard Brand Mark is a registered trademark of MasterCard International Incorporated.

UnionPlus.org/aftbenefits



GWC is United in Blue!

