

TABLE TALK

Negotiations Update

CFCE met for negotiations with the District on Monday, July 14. During this session the teams exchanged proposals and discussed the remaining open articles in the contract: Article 18 (Professional Development), Article 7 (Employee Status), and Article 27 (Duration). The next negotiations session will take place on Tuesday, August 19.

IT Reorganization

As a reminder, on Thursday, July 24 CFCE and the District will meet with the California Public Employment Relations Board (PERB) to discuss the Unfair Labor Practice Charge CFCE filed over the District's improper IT reorganization. CFCE continues to seek remedy for all impacted IT employees—which includes the negotiation of the salary levels for the newly approved job specifications, providing employees input into their job specifications, a unique job description for each employee, movement on the salary schedule and COLA increases for y-rated employees, ongoing training, as well as the tools, opportunity and support to be successful in their positions.

COLA

At last night's Board meeting it was reported that the Board supports the pass through of the 1.57% COLA for all personnel retroactive to July 1, 2013. However, in our last negotiations session the District offered us COLA "with" the caveat of removing the language regarding growth. Current contract language states COLA plus Growth based on the previous year. Growth is any increase to the prior years' FTE base. The District is forecasting growth of approximately 1.5 over the next three years. CFCE has asked the District to provide our units dollar amount of the predicted growth. While more work remains to resolve this issue, CFCE was pleased to see movement from the District.

"Always do right. This will gratify some people and astonish the rest."

— Mark Twain

Negotiations 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