

Table Talk

COLA: Sign the Petition!

Thank you to the classified employees, faculty, managers and community members who came together last night to tell the District to follow the contract and provide employees with the 1.57% cost-of-living adjustment that has been owed for nearly a year.

Providing employees with a cost-of-living adjustment is not only a contractual right, but the right thing to do. Yet, the District continues to refuse to acknowledge COLA in your contract. The money COLA provides allows employees to keep up with the ever-rising cost of living. Classified employees haven't had COLA since 2008, yet the price of gas, food, child care, and housing continues to rise.

Yesterday classified employees presented a strong, unified voice to the Board and Administration, but our fight to get the District to follow the contract is not over.

Today in negotiations, the District presented CFCE with a proposal to once again **eliminate the COLA pass-through and growth from your contract.** The District's latest proposal offers COLA only through 2016, and eliminates growth immediately. COLA and growth are already in your contract, period. They carry forward into future agreements unless negotiated out. The District is offering nothing in exchange for the elimination of this right.

In addition to the lawsuit filed by CFCE, we need classified employees to stand up and speak out! If you weren't able to join us last night, now is your chance to make your voice heard! CFCE is circulating a petition and we need YOU to sign it!

SIGN THE PETITION BY REPLYING TO THIS EMAIL.

Classified employees will present the signed petition to the District at the next Board meeting.



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

IT Reorganization Hearing Scheduled for July 24

CFCE's battle with the District to correct the damage done by the IT reorganization continues. On Thursday, July 24 both parties will participate in a hearing through the Public Employment Relations Board (PERB). This hearing will be mediated by a neutral third party who will assess CFCE's August 21, 2013 allegations against the District and determine the appropriate remedies.

CFCE attempted to work through the issues surrounding the reorganization at the negotiations table, but when an agreement could not be reached, CFCE proceeded to file a formal complaint with PERB. After many attempts to schedule a hearing date with the District, the parties agreed to July 24.

Classified IT employees continue to live with the unmitigated consequences of the District's reorganization, which include working without job descriptions, denial of a promotional ladder, some employees being y-rated, overly broad job specifications, a lack of training, and employees being demoted yet asked to do the same work for less pay.

CFCE has asked for a return to the status quo, which will be determined at the July 24 PERB hearing.

Agreement Reached on Standby Time Pilot Program (2013-2015)

Today in negotiations CFCE and the District finalized the Standby Time MOU, which creates a pilot program to provide employees with pay for standby time. In the past, employees would not be compensated for the time they are on-call. This agreement provides employees with one hour of standby time pay for every four hours they are asked to be on-call. In the final MOU the parties included various scenarios that employees might encounter, and how standby time pay would be calculated in those circumstances. When the pilot program ends on June 30, 2015 the parties will review the program to determine its viability.