



B.U.M. BULLETIN

A publication for all bargaining unit members of the Coast Federation of Classified Employees, AFT Local 4794

CALENDAR

Orange County Labor Federation Delegates Meeting

UFCW Local 324
8530 Stanton Ave., Buena Park, CA
August 28, 2014
5:30 PM – 8:30 PM

Coast Community College District Board of Trustees Meeting

District Office, Board Room
1370 Adams Ave., Costa Mesa, CA
September 2, 2014
6:00 PM

Coast Federation of Classified Employees Executive Council Meeting

District Office, Conference Room A
September 5, 2014
8:30 AM – 10:30 AM



“Every advance in this half-century-- Social Security, civil rights, Medicare, aid to education, one after another-- came with the support and leadership of American Labor.”

--Jimmy Carter
39th U.S. President



August 22, 2014 (Vol. 7, No. 8)

Message from the President



Please join me in congratulating and wishing a fond farewell to CFE President Dean Mancina, who begins a well-deserved retirement today after 36 years in the Coast District. Join us in celebrating Dean’s career at a reception on Monday, September 8, from 2 to 4 p.m. in the OCC Student Lounge.



And welcome to the Coast District interim Chancellor Dr. Tom Harris, a former Chancellor of the North Orange County Community College District with more than 50 years of experience in education, who will fill the position until a new Chancellor is selected.

As a reminder, if you are interested in applying for reclassification, the deadline to submit your application is Friday, October 31. Applications are available at the District Office or online. CFCE will be holding an informational Brown Bag lunch in September on the reclassification process. More information coming soon.

Finally...It’s election season! Here in the Coast District Trustees Jim Moreno and Dave Grant are running for re-election. Make sure you are registered to vote and participate in the election on November 4th. For election information or to register, visit ocvote.com.

Wishing you all a successful start to the fall semester! ■

Open Enrollment: Now Online!



Open Enrollment is your annual opportunity to evaluate and make necessary changes to your District benefits. This is your time to switch from one medical plan to another, add coverage and/or dependents, apply for optional life insurance, or enroll/end your participation in the Hyatt Legal Plan.

The Open Enrollment Request period is **August 1, 2014 through September 5, 2014**. If you wish to make changes to your current benefits, your completed Open Enrollment Request form must be completed **online** by September 5, 2014.

You may have received an email in your district inbox during the first week of August with user instructions, or, you may contact the Benefits Office for more information at (714) 438-4727. ■

Coast’s Loss is Fullerton’s Gain



Join us in congratulating Jennifer LaBounty for accepting a position with Fullerton College as Director of EOPS, CARE, CalWORKs and Foster Youth. Jennifer is a 14-year classified employee of OCC who served as

EOPS Specialist and CARE Coordinator, was a part-time psychology instructor and CTE counselor. Jennifer was an avid participant in the district’s professional development program, earning her bachelors and masters degrees while working at OCC. Jennifer was a valued member of the CFCE and made many contributions to the students and the Coast community. Congratulations Jennifer, and best wishes for continued success! ■

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Ask Rosie!

Each month CFCE will reach into our "mail bag" and select employee questions to answer in a new newsletter feature we're calling, "Ask Rosie."

Have a question for Rosie? Email anicholson@occ.cccd.edu

Dear Rosie,

There is a classified employee in my department who regularly works overtime without his supervisor's approval—sometimes five to ten hours per week. He doesn't submit the overtime hours, he just works them voluntarily in order to get the job done. It's making some of us in the department uncomfortable, like we should be doing the same. What should we do?

Sincerely,
OT Overload

Dear OT Overload,

Employees should not work more than 40 hours in a week, unless approved by their supervisor. If an employee is unable to complete their work during regular work hours, they must work with their supervisor to resolve the issue. The supervisor may offer overtime or assist the employee in prioritizing the workload.

It's possible that your department may need to review its staffing needs. Should a new classified position be created? I would recommend speaking to your supervisor and letting them know your concerns.

Contractually, the District must pay or provide comp time (employee's choice) to employees who work approved overtime for hours. There are exceptions in case of an emergency, but they don't apply here. See Article 14 of the Contract.

Sincerely,
Rosie

Dear Rosie,

My supervisor has us submit our vacation requests through an online calendar. We can see who has requested time off, and which requests have been approved/denied. Is this allowed under the Contract?

Sincerely,
Virtual Vacation

Dear Virtual Vacation,

It sure is, and it sounds pretty efficient too. The Contract permits the use of a calendaring form for vacation scheduling, but it doesn't specify that it must be a printed form. So long as the online system includes the ability for everyone's vacation requests (and their approval or denial) to be in writing, you're following the Contract.

Sincerely,
Rosie

Show Me The Money!



On Wednesday night the Board of Trustees voted to add COLA to the classified salary schedule. COLA for 2013/14 is 1.57%, and for 2014/15 is 0.85%.

The new salary will appear in the October 10th paychecks, and the retroactive payment will appear in the November 10th paychecks. Employees wishing to change their withholding for the November 10th paycheck should submit the paperwork to payroll no later than October 22nd. ■

ACTION ALERT! Tell Your Legislator: Vote YES on AB 32

A small group of legislators seek to stop the work being done to clean up our air and create family-sustaining jobs. We need to prevent this. Delaying the implementation of AB 32—California's landmark clean energy jobs and climate change legislation—will hurt working families and the environment.

Tell California's lawmakers that we need to move forward to cleaner air and good jobs and that we must halt attacks on the law that will get us there. Visit tinyurl.com/VoteYesAB32 to send a letter to your legislator.

Every day, working families and disadvantaged communities bear the brunt of pollution and climate change. AB 32 will save \$8.3 billion in pollution-related health costs from avoided hospital visits and sick days.

AB 32 will also deliver cleaner fuels and more fuel-efficient vehicles—that means more miles to the gallon, less money spent at the pump, and less pollution.

At the same time, it will create family-sustaining jobs while helping working families by funding better transit, building more affordable housing, and constructing projects for high-speed rail, water and energy efficiency projects, and increased recycling.

Tell your legislator to join us in fighting for a better economic and environmental future for all of us. Visit tinyurl.com/VoteYesAB32 to send a letter to your legislator.

California doesn't have to choose between clean air and good jobs; with AB 32 we can and will have both. ■

This Action Alert comes from the BlueGreen Alliance, an organization uniting 15 of the country's largest unions (including the American Federation of Teachers) and environmental organizations, that advocates for building a cleaner, fairer and more competitive American economy. For more information, visit bluegreenalliance.org.

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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*.