**FACTS ABOUT NEGOTIATIONS**

The CFCE Negotiations Team has hit a wall in negotiations and we need your support.

* As you know, we have been negotiating the implementation of the Compensation Study.
* The District wanted us to accept the study without knowing how it affected the classified employees and they wanted us to pay for it by agreeing to take backs in Health Benefits and Longevity among other things.
* We met with classifieds, got their input and went back to the negotiations table with a strong message. We refused to give up benefits so that we could be paid “Market Value”.
* We proposed that the District untie the Comp Study from the take backs they wanted so we could get people paid properly and then negotiate the other articles so we could talk about a salary increase to offset take backs.
* The District tried to force us to take cuts and when we fought back, they filed an Unfair Practice Charge against us claiming we refused to negotiate.
* We have been negotiating for 8 months, we just haven’t been giving them the take backs they want.
* We need you to come to the February 1st Board of Trustees meeting at 5:00pm in a show of support for our Negotiations Team. The Board needs to know that these tactics and their demands for take backs are unacceptable.

Come to the Board of Trustees Meeting on February 1, 2017

Show up at 4:45 PM for the meeting that starts at 5:00 PM

In the District Office Board Room

1370 Adams Avenue, Costa Mesa, CA 92636

**Wear Blue!**

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