

## October 2013 | CFCE | Negotiations

# Table Talk

### District IT Reorganization

*CFCE and the District are making progress in negotiating the effects of the IT reorganization. We have reached an agreement with the District that any employee who was y-rated will have their salary remain at their previous pay range AND receive any COLA or other negotiated pay increases afforded to other classified employees, additionally employees who have not yet reached step-five will continue to get step increases. We have also agreed that seniority with the District will follow all employees impacted by the reorganization, in accordance with the contract. Finally, we have agreed that IT employees whose main job location is at a college may serve on representational committees at the respective colleges, in accordance with the contract.*

*At last week's negotiations session two IT employees joined CFCE at the negotiations table to share with the District their on-the-ground experiences with the reorganization. They provided valuable information to the District's negotiating team about the impact the reorganization has had on employees and service, and the challenges that remain.*

*We are satisfied with the progress made so far; however, we still are having discussions on the importance of having employee input on the new job specs. Additionally we are in the process of coming to an agreement on contract language that will ensure CFCE's involvement prior to implementation of reorganization in the future. We will continue to work with the District to keep IT employees financially whole, while also providing them with the training and tools needed to be successful in their new roles.*



### Coast Federation of Classified Employees

#### **Negotiation Team:**

Ann Nicholson	President
Connie Marten	Chief Negotiator
Sheryl Area	OCC, VP
Frank Oppedisano	CFT Field Rep
Katherine Reedy	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  
Article 22 – Disciplinary Procedures

## COLA

CFCE and the District are not in agreement over whether classified employees are entitled to receive the 1.57% COLA from the state. Though dozens of other community college districts around the state are providing COLA to their employees, in addition to other pay increases, our District maintains that it does not have to provide COLA and that it is something to be negotiated.

CFCE maintains that the contract (Article 19.4) provides employees with COLA; therefore, it is likely that this issue will go to arbitration in order to be resolved.

The next negotiations session with the District takes place on Tuesday, October 8, where we will continue to negotiate the IT reorganization.

Also Dr. Andreea Serban will join us to brief us on the District's interest in adding SLOs to the classified employee performance evaluations as an accreditation requirement.

We will keep you updated on the progress of these items as we move forward.

