



B.U.M. BULLETIN

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

CFCE Members Show Solidarity at July Board of Trustees Meeting

On July 13, CFCE called its members to action and packed the Board of Trustees meeting to show we are united in our message that we don't think it's fair or equitable for us to pay for a classification/compensation study initiated and supported by the District and Board. The presence of so many classified employees in blue was awesome, filling a room that is normally empty. The District's initial proposal calls for the removal of the longevity formula from our contract, made drastic changes to short and long-term disability, included health benefit changes (\$500,000), increased the retirement age from 55 to 58 to retain health benefits through age 70, and removed growth from our contract.



Members spoke passionately before the Board. CFCE Negotiations Chair, Connie Marten, thanked everyone for coming out and showing their support. She indicated that the Board may see her regularly, however she negotiates for over 700 classified employees. Darlena Williams, a 22-year District employee who works as an Accounting Analyst at GWC, received a standing ovation from the crowd after she read her prepared remarks:

The first 8 to 10 years [of my career] the District and the classified worked hand-in-hand, looked after each other and the feeling of dignity, respect, and fairness was present. During this time, I never gave much thought to the union. Now I realize how important it is that we stand together and voice our displeasure on how your leadership is creating ill will. Morale has never been lower. Stress levels are growing and work frustrations are higher. The lack of gratitude and respect for the work the classified employees do is noticeable. Our work is vital to helping our campuses and our students thrive. The work we do is taken for granted. The classified staff has not received a raise in over 8 years. It is becoming more difficult for us to give our all when our all is not appreciated. You attend our campus events and say how much you care about the classified unit. You say you are with us, however your actions speak louder than your words. Your actions want to take growth, longevity and other vital necessities from our livelihood. It is time for each one of you to realize it is not what you say, but what you do that earns respect and leaves a lasting legacy. What are you going to do?



Other members spoke. Marie Hulett and Annette Trujillo reinforced that being asked to pay for the class/comp study further erodes morale and sends a negative message about the perceived worth of classified employees. Finally, CFCE President, Ann Nicholson, told the trustees that CFCE looks forward to working with the District to identify sources of funding to implement the class/come study. Trustee Prinsky stated, "employee morale is a priority" and Trustee Grant stated, "People make the place". CFCE draws its strength from the solidarity of our members. On that night, our solidarity was on full display.



The CFCE Negotiations Team will return to the table on July 19 and will present the District with a counterproposal to the District's initial proposal. If the District's team continues to insist that we pay for the class/comp study ourselves, CFCE will need your continued support in order to negotiate a fair agreement.



Ask Rosie

Have a question for Rosie?

Email anicholson@occ.cccd.edu

Dear Rosie,

I was not allowed to take all of my vacation last year. Will I lose it? How do I make sure that this does not happen again this year?

Sincerely,

Vacationing Veronica

Dear Vacationing Veronica,

According to [Article 15.4.A](#) of the contract, when you are not permitted to take vacation within a year, you may request a lump sum payment for the value of the excess vacation time or you may use it in the following fiscal year, at your option. [Article 15.4.B](#) states that by October 31 of each year, you and your immediate supervisor must meet to establish a vacation calendar for the academic year for the use of your hours that exceed the allowable carryover balance. If there is no agreement on the use of excess days, your supervisor will assign all the excess hours with ten (10) working days notice.

Sincerely,

Rosie

Dear Rosie,

I have worked in Financial Aid for the past seven months. I have seen more than one student get angry when there has been a delay in receiving money, even when it is the student's fault. Recently, an angry student came in two days in a row and started yelling at a co-worker while our manager was at a meeting. What can I do in the future if I feel threatened by a student?

Sincerely,

Frightened Franny

Dear Frightened Franny,

There are a couple of things you should do. First, if you feel threatened, call Public Safety or if it is life threatening, dial 911. Second, you need to click on the "Student Incident Form" on your desktop and complete the Incident Reporting Form. I recommend you get familiar with the form before you need to complete it so you know what information will be needed when it is submitted. In addition, you must inform your supervisor of the situation as soon as they return or contact their supervisor in the case of an emergency.

Sincerely,

Rosie

CFCE Has a New Executive Director

CFCE's New Executive Director, Nate Banditelli, joined us in June. Nate has over a decade of experience in union advocacy and campaigns. He was raised in Eastern Pennsylvania, where he earned his B.A. in Political Science from Kutztown University of Pennsylvania. He also holds his M.S. in Labor Studies from UMass Amherst. Before coming to CFCE, Nate served as a Labor Relations Representative and Senior Labor Relations Representative at California School Employees Association, where he represented classified employees in both K-12 and community colleges in Orange, Los Angeles, Ventura, and Santa Barbara Counties for close to seven years. Nate can be reached at nbanditelli.x@cccd.edu or (714) 895-8765 and you can visit him at his office, on the GWC campus in Forum 1, Room 104, from 8:30 to 5:30. He's looking forward to meeting you and helping CFCE and our members. ■

August Giveaway!



ANSWER THIS QUESTION:

How many new members has the CFCE E-Council signed up between January and July?

CLICK HERE to enter the drawing for a \$10 Starbucks gift card. The deadline to enter is July 31, 2016.

Recognition

Susan Aube, Instructional Assistant at OCC, received the OCC Hanging of the Orange Award for her suicide prevention trainings. She received training four years ago and has since trained every tutor who is hired in the Student Success Center. She has taught more than 150 student employees about a suicide prevention program called QPR (Question, Persuade, Refer). ■

Do you need your union number? Contact Union Assistant Jamie Crowder and she can look it up for you. ✓

Board Bites

June 15 Board Meeting:

2016/2017 Tentative Budget: The CCCD Vice Chancellor of Finance and Administrative Services, Andy Dunn, presented the District's Tentative Budget for 2016/17. The budget assumes 0 FTE growth and 0% COLA, but also includes \$1.5 million in undesignated funds, \$7.9 million reserved for collective bargaining, and \$5 million for STRS/PERS increases.



The District will present the final budget on September 7, 2016.

Retirement: Patricia Scaplen, GWC Staff Aide, retired effective July 1, 2016.

July 13 Board Meeting:

Chancellor's Retirement: Interim Chancellor Gene Farrell attended his final board meeting and will (once again) retire, after 37 years of District service, on July 15. Everyone who spoke at the meeting had positive words for Chancellor Farrell. Dr. John Weispfenning will begin his appointment as Chancellor on July 18.

Nepotism Policy: The Board approved [BP 7310](#), prohibiting nepotism.

Resolution: The Board passed Resolution #16-16 in Support of a Comprehensive Federal and State Ban on Assault Weapons and Regulation of Ammunition.

Ratification Results: ✓

Between June 13 and June 24, CFCE members ratified the tentative agreement and approved the negotiated changes to Article 20 - Employee and Dependent Benefits Coverage. In an effort to meet the concern of the District of having two separate health benefit plans for the PPO (the one negotiated with the CFE and our current plan), the CFCE Negotiations Team reached a Tentative Agreement with the District on the recommended changes agreed to by the CFE. The ratified changes result in cost savings for the CFCE of \$500,000 that is available for salary negotiations.

CFCE Members and Staff Attend CFT Union Summer School

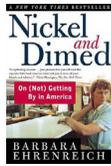
CFCE Members Therese Grande, Erin Fitzgerald, Cynthia Erger and Javier Alcala, along with CFCE staff Jamie Crowder and Nate Bandidelli attended CFT Union Summer School during the week of June 20. Summer School was held at Cal Poly Pomona and provided our members and employees with valuable skills that they can use to help build the strength of CFCE. As described by the CFT, "The CFT Union Summer School equips local leaders with powerful skills to organize successful campaigns, expand union membership, involve members in union activities, increase the union's political power, and establish excellent representation and collective bargaining programs. The program is geared for emerging and veteran leaders who want to take their skills to the next level." The week was filled with rigorous workshops, motivated and skilled trainers, and applied learning. There was opportunity to share best practices with local leaders from across the state and to find inspiration in one another's work.

Javier Alcala, a 15-year employee of the District who works as a Senior Staff Assistant at CCC, attended the "Winning the Best Contract" course to enhance what he learned while pursuing his Masters in Public Policy & Administration. He stated, "I gained so many skills in my specific class, which focused on bargaining, but I also gained a better sense of camaraderie and support of other union members within the District and throughout the state."

Erin Fitzgerald, Administrative Assistant at OCC, also attended "Winning the Best Contract" and stated, "I think the greatest take-away for me was that there is a kind of involvement for everyone. I loved that my class about union contracts and bargaining encompassed elements of union campaigns. It reminded us that the efforts of the negotiations team are bolstered by the efforts of all the people who aren't at the table. It takes all kinds of union activity for the union to operate effectively, and every one of us has something we can contribute."

CFT Union Summer School is an annual training. If you'd like to learn more about building CFCE's power and how you can learn about the union and get more involved, contact the union office or your campus representative.

Get Inspired



READ: [Nickel and Dime](#)

This first-hand account of working conditions and the struggle to survive in low-wage jobs is essential reading for anyone who cares about social and economic justice. ■



Watch: [10 simple, clever, time saving tips for computer, web, smartphone, and camera users](#) on Youtube. ■



LISTEN: [Mindfulness](#)

UCLA Mindful Awareness Research Center makes free guided meditation available online. ■

Legal Corner



Vote YES on Proposition 55.

Prop 55 will be on the ballot in November. Prop 55 will extend part of Prop 30 and will fund California's schools for 12 more years. When voters passed Prop 30 in November of 2012, the state sales tax increased by 0.25% until the end of 2016. It increased income tax on individuals who earn more than \$250,000 per year and couples who earn more than \$500,000 per year until the end of 2018.

The sales tax increase will expire and if Prop 55 passes, the current income tax rates for California's wealthiest will continue until 2030. The initiative is expected to generate an estimated \$8 billion in average annual revenue to hire more teachers, keep college tuition from increasing, and provide health care for children in low-income families. If voters reject Prop 55, schools will face cuts again. At the request of CFCE, the Board of Trustees passed a resolution which endorsed Prop 55 and CFT also endorsed Prop 55. You can learn more at www.protectingcalifornia.com/. ■



Did you know that for every \$1 spent on American-made goods, an additional \$1.32 is invested in the U.S. economy? So not only are union-made products better quality, they support companies that provide good jobs for working people right here in the United States.

Buying union is an easy choice, but it does take extra time to check the label. Take the pledge to take the extra effort. Because having each other's back is what being a union member is all about.

TAKE THE PLEDGE TODAY!

UnionPlus.org/UnionPledge

Text **PLEDGE** to **22555***



A Union of Professionals

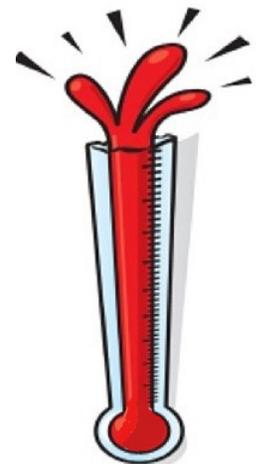
AFT+
Member Benefits

*Msg&Data Rates May Apply. Reply STOP to opt-out. Reply HELP or contact info@unionplus.org for help. Expect no more than 2msgs/mo.

AFT.PLEDGE-06-06-16

Membership Campaign Update

The CFCE E-Council has been out at the campuses, signing up new members! Between January and July, CFCE gained 78 new members!



If you haven't yet joined the union, simply complete the [membership form](#) and turn it in to the OCC union office. ■

CFCE Congratulates Scholarship Winners

Each year, CFCE awards a \$500 scholarship to a CFCE member or their dependent. This year's contest was so close that CFCE awarded both **Marie Hulett** (attending Cal State Fullerton) and **Tracy Heffelman** (attending University of Redlands) were both awarded CFCE's 2016 scholarship. In order to be eligible, a member must be in good standing for one year, must be enrolled in a community college, four-year college or university or a trade school and must write an essay. This year's question was, "Although much of what unions have fought for over the years is now codified in state laws - why are unions still relevant today?" Congratulations, Tracy and Marie! ■

Weingarten Rights

When to bring a union rep:

You have the right to have a union representative at any meeting or investigatory interview with a supervisor or administrator that you **reasonably believe might lead to discipline**. These are called your Weingarten Rights, named after a 1975 U.S. Supreme Court Decision. Your supervisor does not have to notify you of your right to union representation--you must assert your Weingarten Rights. This applies to everyone who works in a unionized child care center, school, college or university, whether public or private.

To assert Weingarten Rights, say:

"If this discussion could in any way lead to my being disciplined, terminated, or could affect my personal working conditions, I respectfully request that my union representative be present." ■

Get Your Copy of the Contract

[CLICK HERE](#) for a copy of your 2015-17 Contract. The Contract covers the terms of your employment in the Coast District, including salaries, health benefits, vacation time, schedules, sick leave, retirement, professional development, safety, discipline, performance evaluations, and more. ■

CALENDAR

Coast Federation of Classified Employees

Executive Council Meeting

OCC Faculty House
Friday, August 1, 2016
8:30 AM – 11:00 AM

Coast Community College District

Board of Trustees Meeting

District Office, Board Room
1370 Adams Ave., Costa Mesa
Wednesday, August 3 and 17, 2016
6:00 PM

Orange County Labor Federation

Monthly Delegates Meeting

UFCW 324, 8530 Stanton Ave., Buena Park
Thursday, July 28, 2016
5:30 PM - 7:00 PM

CFCE CONTACTS

Ann Nicholson anicholson@occ.cccd.edu
President ext. 25583

Michael Carrizo mcarrizo@gwc.cccd.edu
Treasurer ext. 58143

Vacant
Secretary

Ray Cotter rcotter@occ.cccd.edu
OCC Vice President ext. 25813

Connie Marten cmarten@gwc.cccd.edu
GWC Vice President ext. 55222

Wendy Sacket wsacket@coastline.edu
CCC Vice President ext. 16757

Dottie Aper daper@cccd.edu
DIST, VP at Large ext. 84812

Richard Melim melim.richard@gmail.com
OCC, VP at Large

Sheryl Area sarea@occ.cccd.edu
OCC, VP at Large ext. 25012

David Falzon dfalzon@occ.cccd.edu
OCC, VP at Large ext. 25953

John Fawcett jfawcett@occ.cccd.edu
OCC, VP at Large ext. 25080

Dan Pegausch dpegusch@occ.cccd.edu
OCC, VP at Large ext. 26659

Ruben Topete rtopete@occ.cccd.edu
OCC, VP at Large ext. 26126

Betty Pierce bpierce@gwc.cccd.edu
GWC, VP at Large ext. 55185

Darlana Williams dwilliams@gwc.cccd.edu
GWC, VP at Large ext. 55154

Thomas Truong ttruong@gwc.cccd.edu
GWC, VP at Large ext. 55133

Lindsay McNutt lmcnutt1@gwc.cccd.edu
GWC, VP at Large ext. 58947

Kevin Donahue kdonahue@coastline.edu
CCC, VP at Large ext. 16215

Nate Banditelli nbanditelli.x@cccd.edu
Executive Director ext. 58765

Jamie Crowder jcrowder.x@occ.cccd.edu
Union Assistant ext. 25179

B.U.M. BULLETIN

Published by the
Coast Federation of Classified Employees, AFT 4794

Editors:
Ann Nicholson, President
Connie Marten, GWC Vice President

Managing Editor, Layout and Design:
Nate Banditelli, Executive Director

Articles by Nate Banditelli unless otherwise indicated.

B.U.M. BULLETIN is published monthly by the Coast Federation of Classified Employees, AFT Local 4794, 2701 Fairview Road, Costa Mesa, CA 92626. CFCE is affiliated with the American Federation of Teachers, AFL-CIO. CFCE represents all classified employees working for the Coast Community College District.

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*.

Continue Your Education at Mount Saint Mary's University

CFCE Members who enroll in the Masters in Business Administration (MBA) program at Mount Saint Mary's University Business Administration Department will receive a 15% tuition discount. ■