



B.U.M. BULLETIN

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

CALENDAR

Coast Community College District Board of Trustees Meeting
District Office, Board Room
1370 Adams Ave., Costa Mesa, CA
July 16, 2014
6:00 PM

Coast Federation of Classified Employees Executive Council Meeting
Orange Coast College, Faculty House
July 18, 2014
8:30 AM – 10:30 AM

Orange County Labor Federation Delegates Meeting
UFCW Local 324
8530 Stanton Ave., Buena Park, CA
(Note new location)
July 24, 2014
5:30 PM – 8:30 PM



“Labor can not stand still. It must not retreat. It must go on, or go under.”

--Harry Bridges
American Union Leader



Message from the President



I hope everyone is having a great summer! In this edition of the B.U.M. Bulletin, you'll find information about the ever-increasing cost of living in Orange County; we answer your questions about performance appraisals in the "Ask Rosie" column; and, share a blog from CFT President Joshua Pechthalt that analyzes the recently passed state budget and its impacts on education. ■

CFCE Members Get Schooled

In late June four CFCE members spent the week at Cal Poly Pomona attending Union Summer School, an intensive training hosted by the California Federation of Teachers. The week-long program taught participants how to win a good contract, how to build strength in the workplace, and how to effectively organize and mobilize union members. State and national labor leaders were on hand to impart the latest information, tools and strategies to participants, who learned through seminars, workshops, and role playing real life scenarios. For more information about Union Summer School, visit www.cft.org. ■



The Real Cost of The OC



Did you know that Orange County, California has the tenth highest cost of living in the United States? That's according to The Council for Community and Economic Research, an organization that collects and analyzes cost-of-living data from over 300 urban areas around the country.

The Council's Cost of Living Index measures regional differences in the cost of consumer goods and services, and is based on more than 90,000 prices covering almost 60 different items for which prices are collected.

A score of 100 indicates the national average. Here is the complete list of the top ten most expensive places to live in the U.S.:

Ranking	Urban Areas	COL Index
1	New York (Manhattan) NY	221.3
2	New York (Brooklyn) NY	175.6
3	Honolulu HI	167.5
4	San Francisco CA	159.9
5	New York (Queens) NY	151.4
6	Hilo HI	149.1
7	San Jose CA	148.8
8	Stamford CT	143.3
9	Washington DC	141.6
10	Orange County CA	140.7

According to the Orange County Community Indicators Report, which tracks a range of topics important to the county's health and prosperity, OC's high cost of living is driven by high housing prices. Between 2013 and 2014 homes prices rose 16%, or nearly \$100,000. Household income declined for the fifth straight year, while the county experienced an 18% inflation rate between 2005 and 2012.

Last year, the minimum household income needed for a first-time home-buyer to purchase an existing single-family home was \$82,180. And for renters this year, the hourly wage needed to afford a one-bedroom rental unit rose to \$25.23. ■



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,
My new supervisor called me into her office today and presented me with my performance evaluation. I was surprised she was evaluating me, given that she's been with the department for just three months. How could she have a complete picture of my performance? She told me that she talked to faculty, classified employees and other managers in the department in order to complete my evaluation. Is this right?

Sincerely,
Peculiar Performance

Dear Peculiar Performance,
It's not right, for many reasons. First, your supervisor must have been in her supervisory position for four months before conducting your evaluation, unless you were nearing the end of your initial probationary period. She also should have offered you the opportunity to complete a self-evaluation. Your evaluation should include direct observation of you on the job, your attendance, observations of your supervisor and input from you.

Sincerely,
Rosie

Dear Rosie,
I just received my first performance appraisal in three years, and was shocked to see numerous areas that did not "meet standards." I'm scared my supervisor will use this negative evaluation to try and get rid of me. What should I do?

Sincerely,
Dazed and Confused

Dear Dazed and Confused,
Wow – three years! You should never be shocked by what is in your evaluation. Your manager should have been working with you on these issues prior to your evaluation. Your evaluation should include specific information about what exactly needs improvement, as well as an action plan for you to follow that clearly outlines what steps you need to take to meet the job standards. An appraisal should not be used for discipline, but rather as a tool for constructive feedback and recommendations.

Sincerely,
Rosie

A Good Budget, But More Needed for Struggling Families

Written by Joshua Pechthalt, CFT President



Overall, there's plenty to like in the 2014-2015 state budget passed recently by the California legislature, including funding for early childhood education, career and technical education programs for high schools, additional money for K-12 through the Local Control Funding Formula and more money for higher education.

Putting a limit on K-12 district budget reserves is also a wise decision. Now districts won't simply hoard reserves, but will put more resources into the classroom to help kids, restore programs, rehire educators and support staff and begin to recoup years of pay cuts and furlough days.

“Planning for the future is prudent, but so is investing in the present, and we need a balanced approach.”

The state's improved finances this budget cycle, and not coincidentally the higher approval rating for the Governor and state legislators, is largely due to the adoption of Prop 30 and the public's willingness to tax higher income earners to fund state services.

But in spite of the rosier economic outlook, 30 years of defunding and the recent draconian budget cuts due to the Great Recession have devastated our schools and punished our children and students. California schools rank at or near the national bottom in per pupil spending, class size average and number of librarians, nurses and counselors. As the wealthiest state in the nation and the 8th largest economy in the world, our children have a right to expect better.

These are issues that go beyond just education. As we all know, our schools don't exist in a vacuum...

Read the rest of the blog at cft.org/news-publications/president-blog.html

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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*.