

Table Talk



CFCE returned to the negotiations table on April 17 to address changes in state law regarding out-of-class assignment and pay (Article 19.9), and the union's right to newly hired employee information during district orientation (Article 2.11). Over the course of two negotiations sessions, the union and District came to a tentative agreement (TA) on both articles on April 25. Both articles will go out to our membership for ratification along with the Classified Senate/Connection's Memo of Understanding (MOU) once an agreement has been reached.

Specifically, with the passage of Assembly Bill (AB) 1487, the total number of hours an employee can work in an out-of-class position is limited to 960 hours (about 5 and half months) within a fiscal year. The intent of this law is twofold, to limit a District's long-term usage of working employees out-of-class, as well as preventing an employee from inflating their annual income for purposes of achieving a higher retirement salary. The union was able to preserve previous language within our contract that states that if an employee is assigned to the out-of-class position a second time within the next fiscal year, the employee shall receive an additional 3% increase in their salary. In addition, at the end of the second fiscal year, a determination regarding the out-of-class position must be made, resulting in a limit to the number of times the District can fill a position with an out-of-class assignment.

Negotiations Team:

Connie Marten Chief Negotiator
Shanon Gonzalez CCC
Frank Oppedisano CFT Field Rep

Future Dates:

May 15



With the passage of AB 119, CFCE and District reached a tentative agreement (TA) implementing language requiring that an exclusive representative (e.g., recognized public employee union, employee association, etc.) be provided the right to access new employee orientations. The law requires the District to provide CFCE reasonable notice (at least 10 days) to upcoming new employee orientations throughout the year, as well as the contact information of newly hired employees. CFCE was able to negotiate a 30-minute session within the orientation process for two union representatives to share information about the union, benefits of being a union member, and to inform new employees their right to be represented by the union.

Finally, in rounding out our latest negotiation session, CFCE shared the interest of each campuses' Classified Senate/Connection's desire to re-affirm with the Board its role as a governing body within the District's shared governance process. The Classified Senate/Connection asked the union to inform the District of their need to establish an annual budget, as well as District approved release time to attend to their duties throughout the year. The District heard these concerns and will draft a proposal after meeting with the Chancellor's Cabinet, which will be brought forward at the next negotiations session scheduled for May 15.

Happy Blue Friday Everyone!

