



# B.U.M. BULLETIN

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

## Membership Campaign Update

CFCE's membership numbers continue to grow! CFCE represents over 700 classified employees, and most of them have signed up for CFCE voting rights and exclusive members-only benefits. When you [join](#), CFCE grows stronger and you can save money and receive additional consumer services and benefits.

Month	Members	% of B.U.
Sept. '15	478	66%
Jan. '16	495	69%
July '16	549	76%
Aug. '16	553	77%



### Check Please!

This symbol identifies events and opportunities that are only available to union members. Join today!

## GIVEAWAY!

Read through the B.U.M. Bulletin to find out how to win a **\$10 Starbucks gift card!**

Congratulations to last month's winner: **Cidney Chung, GWC**

Do you need your union membership number? Contact Union Assistant, [J amie Crowder](#), and she can look it up for you.



## President's Message



I hope that you had a nice summer! Please join me and the rest of the CFCE E-Council in extending a warm welcome to Coast Community College District's new Chancellor, Dr. John Weispfenning. I saw several classified members at his District reception on July 26. Connie Marten, CFCE Vice President and Chief Negotiator, and I met with Dr. Weispfenning on August 9 to share CFCE's priorities and explain some of our most important issues. We look forward to working collaboratively with Dr. Weispfenning.

As we gear up for the fall semester, there will be several ways for members to get involved with CFCE in 2016/17. If each of us can do one act of participation throughout the year, our organization will be enhanced ten-fold. We are stronger when we work and stand together!

In other news, CFCE Executive Director Nate Banditelli was sworn in as a delegate to the Orange County Labor Federation on July 28. The OCLF is a coalition of 93 local unions that support each other and work together to elect candidates that will fight for working families.



**If you are enrolled in the Kaiser HMO,** you can receive discounts on acupuncture, chiropractic, exercise and fitness centers, and massage therapy. To access your discounts:

1. Log in to [kp.org](#) and click the "Health & Wellness" tab.
2. Click "special rates" under "programs and classes".
3. Click "complimentary and alternative care".

## New CFCE Negotiations Research Team

Our contract expires June 30, 2017, and the CFCE Negotiations Team has recruited members who will assist in preparing for successor negotiations. Nate Banditelli, CFCE Executive Director, will assist the team as they provide critical support in preparing for successor negotiations, when the entire contract is open.

The team's responsibilities include:

- Drafting surveys so that bargaining unit members can give feedback to the Negotiations Team.
- Researching and reviewing contracts from other districts.
- Providing ongoing research information to the Negotiations Team.

The Negotiations Research Team will play a critical part in supporting CFCE's efforts at the bargaining table.

## Making Memories and Staying Connected



Celebrate Labor Day with union member-only savings from AFT+. Savings on just about everything from gift baskets to gift certificates. Discounted tickets to movies, plays, sporting events and theme parks. Great deals on car rentals, travel and more.

Stay connected with 15% off the monthly service charge of qualified AT&T wireless plans through Union Plus+.

**UnionPlus.org/AFTDiscounts**

\*Available only to current members of qualified AFT, CIO or other unions, other affiliated individuals associated with eligible unions and other qualifying organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and submit to services under an individual account for each transaction in person only. Offer contingent upon the availability of union member status. Discount subject to agreement between Union Plus and AFT. Card may be frozen, expired, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified service and data plans, not content. Not available with unlimited voice plans. For Family Talk, applies only to pay-as-you-go. For all Flexible Share plans, applies only to monthly plan charges of plans with 100 or more, not to additional monthly device or service charges. Additional restrictions apply. Allow 48 to 72 hours after eligibility confirmed and will not apply to price changes. Applied other applications of any available credit. May not be combined with other service discounts. Visit [UnionPlus.org/WT](#) or contact AFT at 800-489-6900 for details.



## Ask Rosie

Dear Rosie,

What should I do if my supervisor said that my vacation request was turned in too early? My vacation request was submitted a year in advance because I need to make early travel arrangements.

Sincerely,  
*Planning Pat*

Dear Planning Pat,

You will not find an answer to this question in the contract. The spirit of [Article 15.3.A](#) is that vacation scheduling should be convenient for the employee and meet the needs of the District. If you have to schedule your vacation that far in advance, sit down with your supervisor and explain your situation. Contact your campus CFCE representative if, after hearing why you are making the request so early, your supervisor is still unwilling to work with you.

Sincerely,  
*Rosie*

Dear Rosie,

There are only two classified employees in my department. Last month, my co-worker was scheduled to work overtime. I thought this month would be my turn. I really could use a little extra money. I am planning on asking my supervisor if I can work some overtime hours, as well. If he says no, what should I do?

Sincerely,  
*Overlooked Oscar*

Dear Overlooked Oscar,

I am glad to hear that you set up a meeting with your supervisor. Hopefully, through this meeting, the overtime situation has been resolved. If not, please read [Article 14.10](#) (Assignment of Overtime). Article 14.10 states that a supervisor must “make every attempt to distribute the overtime work evenly among the qualified, regular classified employees who agree to work overtime. If a scheduling problem exists, seniority on a rotating basis prevails.” If your issue has not been resolved and you are still in need of assistance, contact your CFCE campus Vice President who will work with you on the grievance procedure.

Sincerely,  
*Rosie*

Have a question for Rosie?  
e-mail [anicholson@occ.cccd.edu](mailto:anicholson@occ.cccd.edu)

## Board Bites



**District Operations Plan:** The District has drafted a plan that complies with Federal and State emergency management standards. This plan will make the District eligible for disaster relief funding and training. Each campus is currently working on activation plans that outline what to do in specific emergency scenarios. All District employees are required to provide service during an emergency. Cindy Vyskocil, Vice Chancellor of Human Resources, will work with Dr. Weispfenning to draft a letter that will remind employees what everyone’s roles are during an emergency.

## Get Inspired



[Watch: The key to success? Grit](#)  
— Learn about the quality that is more important to success than IQ, income, or any other factor.



[Move: This 7-minute workout](#) is intense, but effective. It will increase your cardio fitness and strength.



[Color:](#) Adult coloring books can lift your mood, reduce anxiety, and relieve stress.

## Join CLUW

The Orange County Coalition of Labor Union Women (CLUW) held its first meeting in August. The goals of CLUW are to:



- Promote affirmative action in the workplace;
- Strengthen the role of women in their unions;
- Increase involvement of women in the political and legislative process.



For additional information, contact Joline Cruz at (714) 385-1534. [Like CLUW on Facebook.](#)

## Gift Card Winners

Over the past several months, CFCE has been requesting that members who don't have an application on file, fill out and submit an application. Depending on when you filled out and submitted a new application, you were entered into a drawing for gift cards. The sooner you filled out a new application, the more entries you had. Congratulations to those who won the drawings:

**Thao Ho, Counseling Dept. @ OCC**  
\$50 Visa gift card

**Lisa Dupuy, HR Dept. @ DIST**  
\$25 Visa gift card

**Wendy Sacket, OLIT Dept. @ CCC**  
\$10 Starbucks gift card.

CFCE is collecting these applications due to threats like Friedrichs v. CTA. While the plaintiffs in Friedrichs did not prevail, many similar cases are in the courts right now.

If you have not already turned in your union application, you should have recently received one in your campus mailbox. Please take a moment to fill out and submit this application. It is simply for record-keeping. It will not impact your dues in any way. You can drop the application off with any campus CFCE representative or send it directly to CFCE Union Assistant, Jamie Crowder at OCC.

## August Giveaway!



### ANSWER THIS QUESTION:

What day, month, and year did President Reagan fire the PATCO Strikers?

[CLICK HERE](#) to enter the drawing for a \$10 Starbucks gift card. The deadline to enter is August 31, 2016.

## Know Your Rights: Discrimination

Have you ever felt discrimination or harassment from a supervisor or co-worker? Such conduct is illegal and needs to be reported to Human Resources. The District trains all supervisory employees on sexual harassment within six months of employment and every two years thereafter. The State of California can also help. [The California Department of Fair Employment and Housing \(DFEH\)](#) enforces the California Fair Employment and Housing Act (FEHA). It protects you from illegal harassment and discrimination in hiring practices and while you are at work. It also contains provisions for disability accommodation in the workplace. It may protect you if you get hurt at work or become disabled due to a work-related injury. This article will explain the basics of the DFEH/FEHA.

**What is illegal harassment?** Many people who feel that they are being harassed at work by a co-worker or supervisor, may not actually be suffering harassment in the true legal sense of the term. Illegal harassment occurs when someone treats you differently because of your membership in a "protected class". You are suffering illegal harassment if you experience mistreatment *because of* your race, color, ancestry, religion, age (40 and over), sex (including pregnancy), sexual orientation, marital status, national origin, medical condition, or disability.

**What is sexual harassment?** Examples of sexual harassment are unwanted and unwelcome verbal, physical, or visual behaviors of a sexual nature:

- Sexual advances;
- Sexual propositions;
- Derogatory sexual comments or slurs;
- Sexual jokes;
- Graphic verbal commentaries about an individual's body;
- Sexual/obscene language;
- Touching, assault, rape, impeding and/or blocking movement;
- Leering;
- Sexual gestures;
- Displaying sexually suggestive objects, pictures, or cartoons;
- Displaying pornographic material;
- "Quid pro quo" (seeking sexual favors in exchange for employment or career advancement).

**What is disability accommodation?** Your employer cannot discriminate against you based on a disability, which is defined under FEHA as any impairment that limits a major life activity such as work. Your employer must enter into a good faith interactive process, which involves working with you and (if you choose) a union representative in order to determine if the employer can reasonably make an accommodation for you.

**How do you enforce your rights?** Your first step would be to contact the CFCE and also seek assistance from your campus/District Human Resources office. At the same time, you can [file a complaint](#) with the DFEH. While you are pursuing your complaint through District avenues, the DFEH will put your case on hold. Should you not be agreeable with the District outcome, you can go back to the DFEH to resume your initial complaint and they will begin their own investigation. The DFEH will gather evidence back one year from the time of your initial filing date. If the DFEH determines that you are a victim of discrimination, they can sue on your behalf. If you so choose, you can hire your own attorney and sue in civil court by obtaining a "right to sue" notice from the DFEH. In either case, you must begin the process within a year of the last act of discrimination. The DFEH will only investigate issues one year prior to your complaint, so some acts of discrimination may not be admissible in the investigation should you wait too long to file your complaint. You can decide to drop your case at any time, but it is best to file with DFEH in a timely manner to preserve your rights and address all acts of discrimination.

### Labor History Tidbit

Historians are not sure who first proposed Labor Day. Either Matthew Maguire (a machinist) or Peter McGuire (a carpenter) deserves credit. The Department of Labor published a short history of the holiday on its [website](#).

## Remembering the PATCO Strike

On August 3, 1981, twelve thousand members of the Professional Air Traffic Controllers Organization (PATCO) went out on strike, demanding higher wages and a shorter work week. Two days later, President Reagan fired them all, citing that the strike was illegal. The strike has had a long-lasting impact on labor relations in the United States. President Reagan's actions were unprecedented.

Before the PATCO strike, employers rarely replaced striking workers. After the PATCO strike, private-sector employers began to replace strikers with non-union "scabs". Strikes declined dramatically. In the decades before the PATCO strike, workers struck about three hundred times per year. After the PATCO strike, the number declined to about thirty per year. As union density has declined and productivity has increased, workers have not shared in America's prosperity. Gains have gone to the top 1%. Wages have stagnated as cost of living increases. Right-wing legislatures across the country have also attacked collective bargaining rights and other protections like pensions.

## Member Benefits Spotlight



[Theme Park Discounts:](#) Save big on tickets to theme parks in California and across the country through AFT Plus, Union Plus, and Working Advantage.



## Continue Your Education

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.



# CALENDAR

## Coast Federation of Classified Employees Executive Council Meeting

District Office, Conference Room E  
Aug. 19  
8:30-11:00 AM

GWC, Humanities Room 107  
Sept. 2  
8:30-11:00 AM

## Coast Community College District Board of Trustees Meeting

District Office, Board Room  
1370 Adams Ave., Costa Mesa  
Sept. 7 and Sept. 21  
6:00 PM



## Orange County Labor Federation Labor Day Celebration

Santa Ana Zoo Amphitheater Park Area  
Sept. 3  
10 AM-3 PM  
Free zoo admission! Free food! Fun and games  
for the whole family!  
Call 714.385.1534 for a ticket

## B.U.M BULLETIN

Published by the  
Coast Federation of Classified Employees, AFT 4794

### Editors:

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Connie Marten, GWC Vice President

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*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*.

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## 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.