

## Table Talk



CFCE met with the District's negotiating team for our first contract negotiations session of the year on Thursday, April 3. The meeting allowed the teams the opportunity to discuss negotiation ground rules moving forward, discuss the progress made to date, and outline what articles remain to be negotiated in order to close the contract.

To date we've completed: Article 7: Employee Status; Article 12: Reclassification; Article 17: Leaves of Absence; Article 19: Salaries; Article 20: Employee and Dependent Benefits; Article 21: Retirement; Article 22: Disciplinary Procedures; and, Article 26: Non Discrimination, Equal Employment Opportunity, Harassment, and ADA.

Highlights of the agreed upon interests include:

- Probation of new employees from 6 months to 1 year;
  - Inclusion of time off to vote in state-wide elections;
  - Expansion of language in Military and Family leaves;
  - New language for Abuse/Misuse of Sick Leave;
  - The addition of longevity to the salary schedule;
  - Increase the money for professional development from \$55,000 to \$100,000.
  - Online professional skills development opportunities;
  - Possibility of retraining in the event of job elimination;
  - The creation of a 2-month Professional Growth Leave (one per college, per semester);
  - Limitation of one-year out-of-class assignments, except with exception that cannot exceed two-years;
  - Updated non-discrimination language in accordance with applicable federal and state laws.
- Continued on next page

### Coast Federation of Classified Employees

#### **Negotiation Team:**

Ann Nicholson	President
Connie Marten	Chief Negotiator
Sheryl Area	OCC, VP
Frank Oppedisano	CFT Field Rep
Katherine Steed	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

Continued

Outstanding articles include: Article 10: Performance Appraisal; Article 18: Professional Development; and, Article 27: Duration. Once these three articles have been tentatively agreed to by both parties, the contract will be presented to the Board of Trustees and classified employees, both who must vote on whether or not to ratify the contract.

## COLA

Last year CFCE filed a notice of claim against the District for denying classified employees what we believe is their contractually-guaranteed Cost-of-Living Adjustment (COLA). The District denied this claim, which has now evolved into a law suit which was filed with the courts on March 7th. Included in the Governor's 2013 budget was a 1.57% COLA which was provided to the District. For months the District has denied classified employees COLA, in spite of rosy budget projections, maintaining more than \$37 million in reserves, hiring new faculty and managers, and experiencing \$90,000 in benefits savings last year. Instead, during negotiations the District reintroduced an article that had been closed by both parties in August 2012. CFCE believes the District's actions are both unfair and illegal, and will continue to fight for COLA.

## District IT Reorganization

Last year CFCE filed an Unfair Labor Practice Charge with the California Public Employment Relations Board (PERB) over the District's improper IT reorganization. PERB accepted the charge as valid. On Thursday, May 29 CFCE and the District will meet with a neutral third party to mediate this issue. CFCE continues to ask the District to make all impacted IT employees whole—particularly those who were y-rated—by providing them with input into their job specifications, a unique job spec for each employee, and ongoing training, as well as the tools, opportunity and support to be successful in their new positions.

## Spring General Meeting:

**Date:** April 16  
**Time:** 12:00 to 2:00 pm  
**Location:** GWC, Community Center 102

