

Table Talk

Volume Sixteen
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Great News! We are getting reimbursed for furlough days taken.

COLA

CFCE continues to negotiate with the District to obtain the Cost of Living Adjustment (COLA) for classified employees for 2013. The District and CFCE are not in agreement at this time, however, we maintain that classified employees are entitled to COLA under provisions within the contract, and we will keep you updated as negotiations proceed.

Benefits

There will be no changes to benefits for 2013, but CFCE will enter into negotiations with the District in the upcoming months to discuss cost saving measures to the employee benefits while maintaining the plan's integrity.

Coast Federation of Classified Employees

Negotiation Team:

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

Non-Discrimination

CFCE and the District have almost completed negotiations on Article 26, Non-Discrimination, Equal Employment Opportunity, Harassment, and ADA. CFCE is working to ensure that employees are afforded sufficient and appropriate avenues for resolution of discrimination claims.

IT Reorg Update

Thank you to those who completed the IT Reorganization Survey! Your input was incredibly valuable, and we have shared your sentiments with the District.

Your message was clear: Classified employees are unhappy about the way the reorganization is being managed, morale is low as a result, and you are looking to the District for greater leadership in this process. CFCE will continue to work on your behalf, and is prepared to take any legal action necessary to ensure a fair and equitable process for everyone involved.

If you haven't taken the survey yet, there's still time to add your voice! Click **HERE** to take the survey.

One Stop Center Update

CFCE and the District have reached an agreement on the provisions for the laid off employees at the Coastline One-Stop Centers. Throughout the negotiation process CFCE fought to minimize the impact to classified employees and maximize re-training opportunities for those affected by the closures. The agreement includes the following key components:

- **Re-Training Opportunities:**

- The District will provide two trainings, one in August and one in September (or as soon as is practical), where One-Stop Center employees on the 39-month list can learn how to complete the District's online application and obtain interview tips.
- One-Stop Center employees placed on the 39-month list may participate in an unpaid "New Skills Development" program, providing the opportunity to learn new skills and job responsibilities for future District job opportunities. This program will be coordinated through the District Office of Human Resources in collaboration with various district departments. The program will be offered in conjunction with the two training opportunities outlined above, and will provide an opportunity to meet with District managers, to ask question about programs and requirements, to find out what skills and abilities are being sought by the District, and to learn effective resume techniques.

- **Assignment to a Vacant Position:**

- Per current District hiring practices, the District will post open classified positions to the District Employment website for a minimum of ten business days.

- Employees on the 39-month list will be emailed job summaries of any new job postings at the beginning of the week.
- It is the employees' responsibility to update their email address with the District. Employees are also responsible for submitting job applications and all accompanying materials by the closing date of the job posting.
- The Search Committee for each position will comply with classified hiring procedures. Applicants on the 39-month re-employment list will be screened and interviewed according to the established criteria, prior to any other applicants. In the event that two or more applicants from the 39-month list are deemed qualified, the position will be offered to the applicant with the most seniority.