



# B.U.M.

# Bulletin

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

September 15, 2016: Vol. 10, No. 3



## Contribute to COPE

CFCE's Committee on Political Education (COPE) fund is growing. CFCE has been talking to members about the importance of endorsing local candidates who will support public education and workers' rights. COPE contributions are voluntary. The fund's monthly contributions grew by 7.8% since June, 2016. You can contribute via payroll deduction or cash. The COPE Committee recommends to the Executive Council which candidates to endorse and how much money to contribute to a candidate. Click [HERE](#) to fill out a COPE form and become a contributing member.



## 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 and find out how to win a **\$10 Starbucks gift card!**

Congratulations to last month's winner:  
**Laurie Denning, DIST**



[Like CFCE on Facebook](#) for a chance to win

**2 tickets to our Oktoberfest event!**

The deadline to enter is September 30, 2016

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

Check out our new website:  
[www.cfce.org](http://www.cfce.org)



September 15, 2016 (Vol. 10, No. 3)

## President's Message



Class is back in session! Classified employees help contribute to the overall success of the campus and District by working behind the scenes, day and night, 24/7. We assist students in reaching their personal and educational objectives, while encouraging inclusion for an enriched campus environment through our divergent strengths, backgrounds, ideas and points of view. Take a moment to recognize and applaud all of our hard work for the students we serve all while helping the District thrive! CFCE will also be hard at work this year. A few of our priorities this year are:

- assist in the passing of [Proposition 55](#) and help elect candidates who support public education and workers' rights;
- finish 2015/16 negotiations and prepare for negotiating the next contract;
- increase the number of CFCE members;
- build a communications network to keep bargaining unit members better informed; and
- continue to work with Human Resources to resolve employee issues.

CFCE will be hosting our 2<sup>nd</sup> Annual Oktoberfest event! Come out to Oktoberfest at Old World in Huntington Beach on October 6 from 6:30 to 10:00 PM. Enjoy a bratwurst or a beer sampling. You can buy a ticket from a member of the E-Council or CFCE staff. It's fun for the whole family!

Mark your calendar...The CFCE Membership meeting will be held on October 19 at CCC Newport Beach Center from 12:00 – 2:00 pm. Enjoy lunch, learn from presenters, hear about union business, and enjoy the company of your co-workers.

CFCE is purchasing tickets for a day at Angels Stadium on Sunday, October 2 at 12:05 PM. Tickets are only \$18. To purchase a ticket, contact Union Assistant, [Jamie Crowder](#), by end of day Friday, September 16.

## Take Advantage of Professional Growth

As a classified employee, you can take advantage of professional growth opportunities. Last year, the [Professional Development Committee](#) approved 72 applications. Professional growth options are explained in [Article 18](#) of the contract. You can also find information on the [Coast Navigator](#). Two professional growth opportunities include:

- **Program A: District Course Reimbursement for Professional or Personal Growth.** You will receive reimbursement for the unit cost of a successfully completed credit course offered through the District. You can take up to two credit courses each academic year (fall/spring). The class must be relevant to your current position, part of a certification or degree program, or a wellness class/program.
- **Program B: Professional Development for Purpose of Job Enhancement and Academic Growth.** Your options are:
  - ✓ Tuition, books and fee reimbursement.
  - ✓ A salary differential for earning a certificate or degree.
  - ✓ Release time for one class per school term.
  - ✓ Reimbursement for vocational/technical education.
  - ✓ Up to \$3,000 per year for professional conferences and workshops.

You can apply throughout the 16/17 year for an amount up to your reimbursement limit of \$3,000 per fiscal year.



## Ask Rosie

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

Dear Rosie,

I realized today that I may not be receiving some emails that fellow classified employees are receiving. I just wanted to confirm that I am on the list to receive announcements that may pertain to me as a staff member. I am very interested in participating on hiring committees and possibly other committees on our campus. I would like to be more involved and I love it here! Thank you in advance for looking into this and taking the time to help me.

Sincerely,  
*Email Edna*

Dear Edna,

After reviewing our records, it appears that the reason you don't receive **all** emails from the CFCE is because you are not currently a union member! We would love to help you get more involved both on the campus and District-wide. The CFCE appoints to all manager hiring committees at each campus, as well as to some District-wide committees (Reclassification, Wellness, Job Training). In your case, you are paying the same dues as a member, so there would be no financial impact for you to join the union. All you need to do is fill out a [union application](#) to become a member. There are also other benefits of membership which include discounts on amusement parks, financial services, and free life insurance.

Sincerely,  
*Rosie*

Dear Rosie,

My wife is going to have a baby in the fall. I would like to take some time off to care for my new son. Does the District offer paternity leave?

Sincerely,  
*Daddy Danny*

Dear Danny,

Congratulations! A few contractual options that will allow you to spend time with your newborn son are Personal Necessity ([Article 17.10](#)), FMLA ([Article 17.10](#)) and vacation. Personal Necessity allows you to take up to seven days for the birth of a child, while FMLA provides up to 12 weeks of leave per year. FMLA can be either paid (by using sick leave/vacation) or unpaid. I would also suggest that you make an appointment with your site HR director to discuss these leaves and see if there are any other types of leaves available to you. Finally, make sure to contact the health benefits department within 31 days of your son's birth to add him to your insurance.

Sincerely,  
*Rosie*

**Mendez v. Westminster:** The Coast Community College District Foundation will be hosting an exhibit from the Museum of Teaching and Learning (MOTAL) from September 15, 2016 - December 15, 2016 in the District Office lobby. A Class Action: The Grassroots Struggle for School Desegregation in California is an exhibit that tells the story of Mendez v. Westminster. The case desegregated California schools and preceded Brown v. Board of Education. The opening reception is September 22 from 8:30 – 10:00 AM in the District Office Board Room.

## Get Inspired



**Marvel at the beauty of space** with NASA's Astronomy Picture of the Day.



**Watch the inspiring story of Tefere Gebre**, the former Executive Director of the Orange County Labor Federation.



**Unlock your creativity** with this book of 900 writing prompts.

CFCE Invites You To

**Oktoberfest**

October 6, 2016  
Old World Huntington Beach  
6:30pm-10pm

Join CFCE and your fellow Coast Classified Employees on Thursday, October 6th for the 2nd Annual Oktoberfest Night! Friends and family are welcome to join the fun and festivities.

**Fun for the Entire Family**

Live band direct from Germany • Authentic Oktoberfest beer  
Folk dances • Delicious German food

Buy a \$5 ticket that allows you to enjoy either 4 authentic Oktoberfest beer samplings OR a Bratwurst on a roll. Contact your CFCE Representative or staff member for tickets! The proceeds go to CFCE.

Proceeds will be used to fund future CFCE member appreciation activities or items.

## CFCE Board of Trustees Endorsements

The CFCE COPE Committee received several endorsement requests this year. After reviewing the initial requests, the COPE Committee recommended endorsements for Trustees Lorraine Prinsky and Jerry Patterson for re-election in November. The committee has recently received additional requests that will be reviewed and acted on in the next few weeks.

Lorraine Prinsky and Jerry Patterson have always been available to listen to CFCE's perspective on issues and concerns. They are both careful stewards of the District's resources and have acted as strong leaders during times of transition and uncertainty. They have also acted in the best interest of the District's students and the community.



Click [HERE](#) to learn about CFT's other endorsements!

## What is the Role of the Classified Senate and CFCE?

As a classified employee, you are represented by two different organizations: CFCE and either a Classified Senate or Classified Connection.

**CFCE** serves as the "exclusive representative" of all classified employees who work in CCCD. An exclusive representative negotiates "collective bargaining agreements" within the District. The agreement is often referred to as "the contract". It is binding. It covers wages, hours, and working conditions. Membership in CFCE is voluntary. Members pay dues. If you are not a member, you pay either an "agency fee" or a "fair share fee" to cover the costs of negotiations and representation in enforcing your contractual rights. CFCE is governed by an Executive Council. The E-Council meets the first and third Friday each month. CFCE holds biannual membership meetings. CFCE appoints members to District committees.

**The Classified Senates** at CCC and OCC serve as the voice of the classified staff at their respective campuses through "shared governance". Shared governance is the appointment of classified employees to District-wide and campus-wide committees such as Budget, Technology, and Hiring. A seat on these committees allows the Senates and their members to have an advisory voice on the direction and vision of the campus and District. The Senates are governed by Executive Boards. Meetings are monthly and are open to any District employee (including hourly, faculty, and management), student, or Trustee.

**The Classified Connection** at GWC is similar to the Senates. It also appoints classified members to District and campus committees. The Classified Connection has a less formal structure than the Senates. A Chair and Co-Chair preside over a monthly meeting. At the monthly meeting, committee members report out committee information. A guest speaker attends each meeting. DIST has a Classified Council which is currently in need of Co-chairs.

## Vote YES on Proposition 55



Proposition 55 is the "Children's Education and Health Care Protection Act of 2016". It will be on the statewide ballot in November.

- Prop 55 will maintain current tax rates on the wealthiest Californians to prevent billions of dollars in funding cuts for public education and children's health care.
- California students, schools and colleges can't afford to go back to the days of massive teacher layoffs, larger class sizes, and cuts to programs like art and music. We should protect schools and vital services, like health care for children, from cuts.
- The initiative mandates strict accountability. Funds go to the classroom and cannot be spent on administration.

## Golden West College Turns 50

Golden West College turned 50 on September 12, 2016! The college has events planned throughout the year. You can find out about events, see pictures, and watch a GWC video on the 50<sup>th</sup> Anniversary website: <http://50th.gwchb.net/>. Classified employees play a critical role in the success of GWC. Thank you for your hard work and dedication to the college and its students.



## Upcoming Events at GWC:

- Sept. 25: [Chefs for Scholarships Celebrates the 60s](#)
- Sept. 30: [Science Showtime](#)
- Oct. 22: [50<sup>th</sup> Anniversary Football Game and Tailgate](#)



CFCE members and their immediate families who enroll in either the Masters in Business Administration (MBA) or the Bachelor of Science (BS) program at Mount Saint Mary's University Business Administration Department will receive a 15% tuition discount. The BS allows you to take classes online or on the weekend. MBA classes are on the weekend. Mount Saint Mary's is a private college, but is not for profit.

## For Every Part of Your Life



From buying a home or a car to savings on wireless service and travel, Union Plus provides money-saving benefits and services uniquely designed to meet the needs of union members and their families.



Learn more at  
[UnionPlus.org/AFT](http://UnionPlus.org/AFT)

A Union of Professionals  
AFT +  
Member Benefits

SAVINGS • SERVICE • SOLIDARITY

### Another Way to Save Money

Campus bookstores will match prices from Amazon.com and Barnesandnoble.com

### September Giveaway!



#### ANSWER THIS QUESTION:

What is the Proposition number for the "Children's Education and Health Care Protection Act of 2016"?

[CLICK HERE](#) to enter the drawing for a \$10 Starbucks gift card. The deadline to enter is Sept. 30, 2016.

## CALENDAR

### Coast Federation of Classified Employees Executive Council Meeting

CCC 4th Floor Conference Room  
Sept. 16  
8:30-11:00 AM

OCC Faculty House  
Oct. 7  
8:30-11:00 AM

### Coast Community College District Board of Trustees Meeting

District Office, Board Room  
1370 Adams Ave., Costa Mesa  
Sept. 21 and Oct. 5  
6:00 PM

### Coast Federation of Classified Employees Membership Meeting

CCC Newport Beach Center  
Oct. 19  
12:00 – 2:00 PM

### CFCE Angels Day

Angels vs. the Astros  
Angels Stadium  
Oct. 2  
12:05 PM

### Oktoberfest

Old World in Huntington Beach  
Oct. 6  
6:30 – 10:00 PM

## B.U.M BULLETIN

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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*.

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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.