



B.U.M.

Bulletin

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

October 22, 2016: Vol. 10, No. 4

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



President's Message

The semester is in full swing! Thanks to everyone that came out to celebrate Oktoberfest at Old World in Huntington Beach. The funds raised from the sale of the tickets will help us purchase t-shirts for our members to wear on Friday's to show unity. Remember you can still use your beer and brat tickets any Wednesday or Thursday through the end of October.

CFCE had a great turnout at the Board of Trustees meeting on Tuesday, October 18. Everyone in attendance heard the message that classified employees should not have to give up benefits to be paid at market value and that the implementation the classification/compensation study should be done transparently.

We also had a full house at the CCC Newport Beach Center for the CFCE Fall Membership meeting on October 19. The theme was "Pep Rally" and many members wore their favorite team's colors. The definition of teamwork is "the combined action of a group of people, especially when effective and efficient." Teamwork isn't just for organizations like the Ducks, the Angels, or the Broncos. Teamwork is integral to the success of our CFCE union! It's important that you remember that this is *your* union and *your* contract. We encourage you to be active within your union! Participation can mean anything from making sure your co-workers received the BUM Bulletin, volunteering for a committees, attending a CFCE event, conference or workshop, handing out flyers or a newsletter to your coworkers, phone banking during elections...whatever your comfort level is we want you involved

COPE UPDATE

- ★ The COPE Committee continues to grow in members. The fund's monthly contributions have grown by 25% since June, 2016.
- ★ The COPE Committee recommended endorsements for incumbent Trustees Jerry Patterson (Area 2), Lorraine Prinsky (Area 3) and Mary Hornbuckle (Area 4) in the District's Board of Trustees Race.
- ★ COPE Committee members have assisted the Orange County Labor Federation and the Newport Mesa Federation of Teachers with phone banking and precinct walking in support of Proposition 55 and locally-endorsed candidates.

Important Dates:

- ★ October 24: Last day to register to vote.
- ★ November 1: Last day to apply for a vote-by-mail ballot.
- ★ November 8: Election Day!

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.



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:
Karen Kao, OCC

GWC to Host First-Ever Football Game on Campus



As part of GWC's 50th Anniversary celebration, they will host the first-ever football game on campus when the Palomar Comets come to town and challenge the Rustlers on Saturday, October 22 at 1 PM. A temporary stadium has been set up to hold 2,000 fans.

The GWC Enrollment Services Department will host a pre-game tailgate party that will start at 10:00 am. Bring the whole family for carnival games, a video game truck, food trucks, face painting, free GWC merchandise, campus group tables, and a

Other Upcoming Events:

- Oct. 28: [College History Exhibit in the GWC Art Gallery](#)
- Nov. 5: Special 50th Anniversary Reception for Latino Alumni
- Nov. 7: [Selfie Scavenger Hunt](#)



Ask Rosie

Have a question for Rosie?
E-mail anicholson@occ.cccd.edu

Dear Rosie,

I'd like to serve on a committee, but I'm worried that my supervisor won't release me. What should I do?

Sincerely,
Stuck Samantha

Dear Samantha,

That's great that you're looking to get involved in shared governance! Per Article 2.10.B, you may serve on up to two committees or one committee and serve as a student club advisor for one student club. If you serve as a club advisor, no more than 4 hours per month will be paid within your classified assignment toward serving as a club advisor (MOU 16-3). Your immediate supervisor must approve your service on any committees beyond the two allowed. It's always a good idea to talk with your supervisor about your service on a committee. This will enable your supervisor the opportunity to plan for coverage (if necessary) when you are away from your regular duties.

Sincerely,
Rosie

Dear Rosie,

I'll pass probation next month. When do I move to another step on the salary schedule?

Sincerely,
Probationary Paula

Dear Paula,

Congratulations! I bet that you're doing such a great job in your department and I hope that you enjoy your new job! I'm happy to say that your increase will kick in on July 1 (MOU_15-7).

Sincerely,
Rosie



Donate to the Veterans Day Food Drive

CFCE has paired up with the Orange County Labor Federation and Orange County Employees Association to participate in a food drive for veterans. You can take donation to:

- DIST: Break Room
- GWC: Veterans Resource Center in Business Room 104
- OCC: Veterans Resource Center in the Student Center

The donations will be dropped off at the OC Fairgrounds during the [Veterans Day Event on Nov. 11](#). Your participation is much appreciated

District Launches "Ask HR" Campaign.



Now, you can navigate your HR needs in fewer steps with less hassle. Just Ask HR! Simply send an email to AskHR@cccd.edu and you will be put in touch with several HR professionals able to answer your questions regarding:

- benefits
- vacation/sick leave
- employment status
- classification & compensation
- applying for an open position
- transfer opportunities
- onboarding
- and more!

Additionally, employees can get in touch with the Payroll team by emailing payroll@mail.cccd.edu with questions regarding:

- check disbursements
- direct deposits
- salary calculations
- timecards
- and more!

Predesignate Your Treating Physician for Work-related Injuries

If you are injured on the job, the District will send you to a doctor in its worker's compensation medical provider network. You have the right to be treated by your own doctor if you have predesignated your doctor and submitted [the form](#) before your injury. To qualify as your pre-designated personal physician:

- The physician must agree, in writing on the designated form, to treat you for a work-related injury.
- The physician must have previously directed your medical care and must retain your medical history and records.
- Your predesignated physician must be a family practitioner, general practitioner, board certified or board eligible internist, obstetrician-gynecologist, pediatrician or a multi-specialty medical group, whose practice is predominantly for non-occupational injuries or illnesses.
- **Both you and your physician must sign the form!**

CORRECTION

How to Access Discounts through Kaiser:

1. Login at kp.org
2. Click on "Health & Wellness" on the black menu bar
3. Click on "special rates" under "Programs & classes" on the website
4. Click on "complimentary care"
5. Click on "Choose Healthy" in the yellow box "Programs in your area"

CFCE Members Attend the October Board of Trustees Meeting



CFCE members returned to the Board of Trustees meeting on Tuesday, October 18. The large group showed support for the nine members who spoke about topics such as equity, transparency and morale. Their message was that the District should implement the classification/compensation study without take backs. Chancellor Weispfenning recognized the members who spoke and remarked that they used their hearts and heads and "I've heard what you've said. We're not that far away from a satisfactory agreement. There are things you need to see. We'll take care of that." With members' support, the CFCE Negotiations Team will continue to advocate for a fair agreement.

CFCE Fall Membership Meeting



Thanks to all of the classified employees who attended CFCE's Fall Membership Meeting Pep Rally! The meeting took place on October 19th at the beautiful Coastline Newport Center. President Ann Nicholson kicked the "Pep Rally" off with a speech about teamwork. The kickoff also featured lunch and a fun ice breaker. Joe Hooper, AFT Member Benefits Representative, gave a presentation. Michael Carrizo reported on local union finances and Connie Marten gave a negotiations update. Erin Conley, CFT Lead Organizer, explained the importance of passing Prop 55 to fund education and told the members about the CFT Building Power program that CFCE is participating in. Sandy Whiteside reviewed professional development opportunities and told her own story about how she's benefitted from professional development. Before the end of the meeting, Representatives from Schools First Federal Credit Union and Aava Dental told the membership about their member-only services and door prizes were raffled off throughout the meeting.

CCCD Demonstrates Commitment to Equity and Diversity

The District has been moving ahead at full speed with efforts to improve equity and diversity. CFCE applauds these efforts and would like to highlight several initiatives:

District EEO Committee: The District formed an Equal Employment Opportunities Committee and it held its first meeting in May. The Committee has a \$60,000 budget and will meet monthly. Its focus is to develop hiring practices that will diversify the District's workforce so that it is more reflective of the student population. When students learn from instructors and staff who come from similar backgrounds, they are more likely to connect with the campus community, feel welcomed, and succeed. The Committee is examining hiring processes in the pre-interview, interview, and post-interview stage to determine best practices that will lead to equitable and diverse hiring. It will also train hiring committee members to be aware of equity and diversity considerations and to check for unconscious biases that homogenize the workforce. The EEO Committee will present its plan to the Board of Trustees in December.

Preferred Name Standards: The District is following in the footsteps of the UC and CSU systems and is ahead of most community college districts in California by allowing students to enter a preferred first name that will be used on unofficial documents like class rosters, Blackboard, and Canvas. This is important to transgender students and international students, who may wish to be addressed by a name other than their legal name. Both the Daily Pilot and LA Times recently covered this initiative.

TIES (Teaching Internship with Experienced Support): The goal of TIES is to generate interest in teaching among more people from diverse backgrounds. Interns will work with full-time, tenured faculty for one semester. TIES will pilot at GWC in the spring with a goal of expanding across the District in the fall.

Equity and Diversity Website: All of the District's equity and diversity programs can be found online at <http://www.cccd.edu/employees/hr/equity>.

CFCE Members and Staff Attend CCE Conference



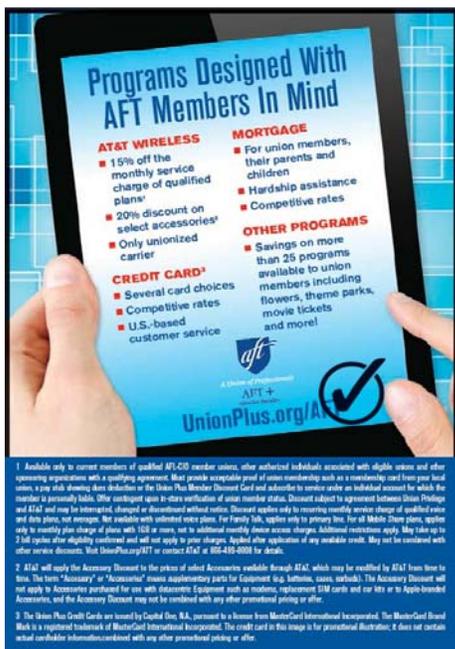
CFCE members and staff attended the annual California Federation of Teachers (CFT) Council of Classified Employees (CCE) conference from September 7 – 9, 2016 in San Diego, California. This year's theme was "Together We Stand for Justice & Equality". All CFCE members and staff were first-time attendees who wanted to learn more about the union. They heard from speakers, participated in workshops, and socialized at a superhero soirée. Topics included:

- Political, legal, and legislative updates
- Training on how to protect yourself from charges of improper use of workplace technology, speaking with confidence, CalPERS, maximizing union communications online, reducing workplace stress, gripes vs grievances, and building partnerships with the community and the union.
- A presentation on California labor history
- Extensive discussions and several presentations on social and racial justice

At the conference, CFT leadership announced that they are exploring a name change that will recognize the importance of classified employees in the statewide organization. The conference ended on a high note when CFCE's own Richard Melim (OCC VP-at-Large) won a flat-screen TV. You can find out more about the conference by searching for #classifiedconf16 on [Facebook](#) and [Twitter](#). You can see CFCE's pictures on the [CFCE Facebook page](#).

Text CFCE to 69238 and receive mobile alerts and text updates!

You can now receive periodic updates from CFCE on your mobile phone! You'll receive reminders about meetings, events, and important announcements. CFCE will only text you a few times a month. Give it a try! Mobile alerts from Coast Federation of Classified Employees. Periodic messages. Msg & data rates may apply. Text STOP to 69238 to stop receiving messages. Text HELP to 69238 for more information.



1. Available only to current members of qualified AFT-CIO member unions, other authorized individuals associated with eligible unions and other operating organizations with a working agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing their deduction for the Union Plus Member Discount Card and submit to vendor under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union membership status. Discount subject to agreement between Union Plus and AFT, and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified credit and debit plans, not average. Not available with unlimited water plans, the Family Plan, applied only to primary line. For all Mobile Share plans, applied only to monthly plan charge of plans with 1GB or more, not to additional monthly income across charges. Additional restrictions apply. May take up to 7 full cycles after eligibility confirmed and will not apply to some charges. Applied after expiration of any available credit. May not be combined with other service discounts. Visit UnionPlus.org/AFT or contact AFT at 800-439-6000 for details.

2. AFT will apply the Accessory Discount to the price of select Accessories available through AFT, which may be qualified by AFT from time to time. The terms "Accessory" or "Accessories" means supplementary parts for Equipment (eg. batteries, cases, earbuds). The Accessory Discount will not apply to Accessories purchased for use with Electronic Equipment such as electronic equipment, SIM cards and our use as to Apple-branded Accessories, and the Accessory Discount may not be combined with any other promotional pricing or offer.

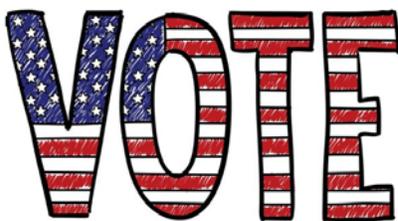
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CALENDAR

**Coast Federation of Classified Employees
Executive Council Meeting**
GWC – Humanities 107
Friday, November 4, 2016
8:30-11:00 AM

**Coast Community College District
Board of Trustees Meeting**
District Office, Board Room
1370 Adams Ave., Costa Mesa
Wednesday, November 2, 2016
6:00 PM

Election Day: Tuesday, November 8!



Veterans Day Event
OC Fair & Event Center
88 Fair Drive, Costa Mesa
Friday, November 11, 2016
10:30 AM – 2:00 PM

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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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October Giveaway!



ANSWER THIS QUESTION:

What date is Election Day?

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