

TABLE TALK: SPECIAL EDITION

IT REORGANIZATION

Wednesday, July 30, 2014

BREAKING NEWS: On Thursday, July 24 CFCE and the District met with a third party mediator from the state's Public Employment Relations Board to address the Unfair Labor Practice (ULP) charge CFCE filed against the District over the IT reorganization. The conference was productive and both parties felt that progress was made. By the day's end the parties had agreed to the following terms, which become effective immediately following a vote by the Board of Trustees at the August 6th Board Meeting:

- ▶ The 29 employees who were y-rated will have their respective salaries "grandfathered" to their pay range in effect as of June 30, 2013. All previously y-rated employees will have their eligibility to receive COLA restored, and will be eligible to receive any other pay increases applied to the bargaining unit. These employees' right to transfer to a position at, or lower than, their pay range in effect as of June 30, 2013, will be restored.
- ▶ Retroactive to July 1, 2013, IT employees who were not at step five of their classification will receive their individual steps, due on a yearly basis, until they reach step five of their previous pay range. Any lost wages over the past year due to missed step increases will be compensated for, with interest at a rate of 4%.
- ▶ All District IT employees will maintain their district and department seniority for the purposes of vacation scheduling, overtime, transfers, layoffs and any other areas of the contract that address seniority.
- ▶ District IT employees will retain their ability to participate in shared governance committees at their work location.

A second conference has been scheduled for Wednesday, August 13, 2014 to address the remaining issues of the reorganization. If the parties are unable to come to an agreement on the outstanding issues, they will proceed to a formal hearing to resolve the ULP. Regardless, the above terms have been agreed to by both parties and are effective immediately following approval by the Board of Trustees at the August 6th Board Meeting.