



B.U.M. BULLETIN

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

CALENDAR

Coast Community College District Board of Trustees Meeting

Board Room
1370 Adams Ave., Costa Mesa, CA
March 19, 2014
April 2, 2014
6:00 PM

Coast Federation of Classified Employees Executive Council Meeting

Orange Coast College, Admin 108
March 21, 2014
April 4, 2014
8:30 AM – 10:30 AM

Coast Federation of Classified Employees Spring Membership Meeting

Golden West College
Community Center 102
April 16, 2014
12:00 PM – 2:00 PM

Orange County Labor Federation Delegates Meeting

IBEW Local 441
309 N. Rampart St., Ste. M, Orange, CA
March 27, 2014
5:30 PM – 8:30 PM

Message from the President



Welcome to the March edition of the B.U.M. Bulletin. CFCE had its first negotiations meeting of the year on March 6 where we met the District's new Chief Negotiator, Randy Erickson. The purpose of the meeting was for the teams to get to know one another, discuss groundrules moving forward, and set future negotiation dates. CFCE will meet again with the District for negotiations on Thursday, April 3. Following this session CFCE will host a Negotiations Update, where you can meet with CFCE's negotiations team and ask questions about the status of contract negotiations.

Winning a good contract for classified employees is a top priority for CFCE, as we know that even the smallest details can have a big impact on our daily work lives. In this newsletter you'll find two articles highlighting important parts of the contract that you should be familiar with: vacation scheduling, leave and reemployment rights.

Finally, please join CFCE at our Spring Membership Meeting, taking place at Golden West College on April 16 from 12:00pm - 2:00pm. All union members may request released time to attend this meeting. To arrange for this, please email Connie Najera at cnajera@occ.cccd.edu or phone (714) 432-5179 by Wednesday, April 9. ■

Delegate Election Results

Congratulations to Richard Melim, OCC, who will serve as CFCE's delegate to the California Federation of Teachers' Annual Convention in Manhattan Beach on March 21-23. Because there were fewer than six candidates who accepted their nominations, there was no need to hold a full election. Thank you to everyone who served on the Elections Committee, particularly Committee Chair Cathe Hutchison, OCC, and everyone who submitted nominations. ■

District IT Hiring Process Causes Frustration



Recently two District positions opened up in the IT department (both E-65) and the manner in which they were filled by the District has caused confusion and angst among some IT employees. CFCE spoke with the District to clarify what had occurred and share employees' concerns. After the District completed the recruitment and selection process to fill the first open IT position--based at the District office--the second position--based at a college campus--was filled by selecting an applicant from the original pool of applicants, rather than opening up the recruitment process to everyone.

CFCE shared with the District how filling the second position from the original pool of applicants prevented interested employees from applying for the position. Some IT employees were waiting to apply for the second campus-based position, out of a desire to work at a campus location rather than the District office. Unfortunately, the job announcements did not include where the positions would be based, which is common practice at the District. CFCE asked, and the District agreed, that future IT job announcements include under "Conditions of Employment" the location where the position will be primarily based, to better inform potential applicants. We hope that this will help to prevent this type of situation from occurring in the future, and allow employees to make informed job application decisions. ■



"There is nothing stronger than the American labor movement. United, we cannot and we will not be turned aside.

We'll work for it, sisters and brothers. We'll stand for it. Together. Each of us. To bring out the best in America. To bring out the best in ourselves, and each other."

--Richard Trumka
President, AFL-CIO



The Special Trustee with Extraordinary Powers



Assemblymember Tom Ammiano recently introduced a bill (AB 2087) that would prohibit the California Board of Governors

(BOG) from creating a "special trustee" that circumvents the powers of a locally elected trustee board.

Why is this bill needed? Every community college district has a locally elected board of trustees (BOT). Very recently, the California Board of Governors striped the City College of San Francisco's BOT of all of their authority and placed a "Special Trustee with Extraordinary Powers" (*that really is the title*) in charge of governing the district. This was a result of the ACCJC's improper actions to potentially strip the college of its accreditation. AB 2087 would prevent the BOG, when exercising its duty to provide assistance when community college districts encounter severe management difficulties, from improperly usurping, transferring or limiting the authority of a locally elected board of trustees.

While this bill *should* be supported by locally elected trustees and chancellors, the Community College League of California (CCLC)'s staff is recommending their leadership oppose this bill. The CCLC states, "The Community College League is nearly always a proponent of local control. However, there are sometimes emergencies where it may be necessary for the Board of Governors to step in to help save a local district. There are enough protections in statute that protect local districts that are operating well from a take over by the BOG."

This position is dangerous when it relies on an accreditation agency--the ACCJC--that is not fully authorized by the U.S. Department of Education and has been taken to court over its illegal actions.

Show your support for AB 2087 and solidarity with City College of San Francisco by writing a letter of support to the bill's author, Assemblymember Tom Ammiano, State Capitol, Room 3146, Sacramento, CA 95814, or fax it to (916) 319-2117. ■



Know Your Contract: Vacation Time



Article 15 of CFCE's contract outlines how vacation time is accrued, the process for vacation scheduling and vacation compensation. The

contract stipulates that employee vacation requests be in writing and approved or denied by your supervisor within five (5) working days, in writing. After returning from vacation, employees must submit an absence report to their immediate supervisor for approval within three (3) working days of returning from the approved vacation leave.

Efforts must be made to enable vacation to be taken at times requested by and convenient to the employee, consistent with the needs of the District. An attempt must be made to approve and assign vacation periods in a manner that is fair to all employees. If a scheduling problem exists, seniority on a rotating basis prevails. For more information on vacation leave, see Article 15 of your contract, which can be found online at www.cfce.org. ■

Running Out of Time Off



Classified employees are provided sick leave, extended sick leave, vacation time and comp time, but what happens when that leave runs out? If you are out on a

leave of absence and run out of leave, you will automatically be placed on the 39-month list. While on the 39-month list you do not work or receive benefits; if/when you return to work, your position is not guaranteed.

To safeguard yourself against being placed on the 39-month list due to exhaustion of leave, be proactive in tracking your leave hours. While your manager should be submitting your time-off forms to the District, you can't always rely on them to submit and input the information in a timely, accurate manner.

For more information on reemployment rights, see Article 13 of your contract. For more information on leaves of absence, see Article 17 of your contract. The contract can be viewed online at www.cfce.org. ■

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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*.