



# 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**  
District Office, Board Room  
1370 Adams Ave., Costa Mesa, CA  
October 15, 2014  
6:00 PM

**Coast Federation of Classified Employees Executive Council Meeting**  
Orange Coast College, Watson Hall  
3rd Floor Conference Room  
October 17, 2014  
8:30 AM – 10:30 AM

**Orange County Labor Federation Delegates Meeting**  
UFCW Local 324  
8530 Stanton Ave., Buena Park, CA  
October 23, 2014  
5:30 PM – 8:30 PM



“There are two kinds of people, those who do the work and those who take the credit. Try to be in the first group; there is less competition there.”

*--Indira Gandhi  
Former Prime Minister of India*



## President’s Message



I hope you had an opportunity to meet with interim Chancellor Tom Harris, who visited with classified employees at each of the colleges and District office in September.

Chancellor Harris met with staff and shared his appreciation for the work we do. His positive comments and understanding of the contributions made by classified employees was greatly appreciated.

CFCE has shared with the Chancellor the issues facing classified employees, including low morale. We are hopeful that the Chancellor’s fresh perspective and outgoing support of classified staff will help to develop a culture of respect and teamwork throughout the District.

The search has begun to hire a new, permanent Chancellor. The recruitment period runs through December 19, with the new Chancellor starting in early 2015. CFCE supports the hiring of a Chancellor who believes in the role of unions in the workplace, who supports the collective bargaining process, and who respects the work of the classified staff. ■

## Labor Leader Spotlight: Frances Perkins



Frances Perkins was the U.S. Secretary of Labor from 1933 to 1945, the longest serving in that position, and the first woman appointed to the U.S.

Cabinet. Playing a key role in writing the New Deal legislation, she established the first minimum wage, the 40-hour work week, first overtime laws (Fair Labor Standards Act); unemployment benefits and welfare (Social Security Act). She formed governmental policy for working with labor unions and helped to alleviate strikes by way of the United States Conciliation Service. ■

## CFCE Endorses Joel Flores for Coast District Trustee



CFCE’s Executive Council, following the recommendation of the COPE Committee, voted to endorse Joel Flores over current Trustee Dave Grant in the race for Coast

Community College District Trustee.

Though Mr. Grant has been a long-time friend to many, some members of the COPE Committee felt that the challenges classified employees have had to contend with over the past four years—including the fight to restore furlough days, the IT reorg, 3+ years without a contract, and the fight for COLA--were too significant to overlook.

Flores has been an Orange County teacher, parent, and student-advocate for eighteen years. His education and labor experience make him uniquely qualified to tackle the myriad of issues facing classified employees in this District. As a labor leader Flores understands and respects the collective bargaining process and is eager to support the classified employees of the Coast District.

Mr. Flores is endorsed by the Coast Federation of Educators, Coast Community College Association, the Orange County Labor Federation, California Superintendent of Public Instruction Tom Torlakson, Assemblywoman Sharon Quirk-Silva, and many other organizations, students, elected officials and community members. We encourage you to visit Mr. Flores’ website [votejoelflores.com](http://votejoelflores.com) to learn more about him and his plan for the District. And, don’t forget to vote on November 4th! For Orange County election information visit [ocvote.com](http://ocvote.com). ■



## Ask Rosie!

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

Dear Rosie,  
For the past five years I've worked a regular schedule...Monday to Friday, 8am to 5pm. The department's needs have changed, and my manager is now asking me to work Tuesday to Saturday, 9am to 6pm. I really like the schedule I've had, and would like to keep it. Is there anything I can do?

Sincerely,  
*Weekend Warrior*

Dear Weekend Warrior,  
Your manager cannot force you to work on weekends, if the schedule change is the result of the District adding weekend classes. If working on the weekend conflicts with your religious beliefs or practices, or would create a verifiable hardship for you, you may turn it down. Your manager can ask other qualified employees in your department to take the new schedule on the basis of seniority. If no one volunteers, the least senior classified employee would be given the changed schedule. Any time a manager wants to make a change to your regular schedule, they must give you no less than ten working days notice. See [Article 14](#) of your contract for more info.

Sincerely,  
*Rosie*

Dear Rosie,  
Recently my department began hosting events in the evenings. My typical 8am-5pm schedule is now in flux from week to week. This past Tuesday I worked until 11pm, and then was back at the office the next day at 7am. Should I receive any special compensation for having this kind of schedule?

Sincerely,  
*Tired Tanya*

Dear Tired Tanya,  
It sounds like you're working a "fluctuating shift," which means you should have 3% differential added to your base salary. Your manager must provide you at least 48 hours notice prior to changing the hours of your regular schedule, and seven days notice of a change to the days of your work week. A fluctuating schedule cannot be implemented to avoid paying overtime. Last Tuesday, when there was less than 10 hours of rest between shifts, you must be paid overtime for the first two hours of work on Wednesday morning (7am-9am) that cut into your 10 hour rest period. See [Article 14](#) of your contract for more info.

Sincerely,  
*Rosie*

## YES on Prop 47 and 45



Each state-wide election, there's usually a handful of ballot propositions looking for your vote. This November 4th, the California Federation of Teachers (CFT) strongly urges you to vote "Yes" on Proposition 47, the Californians for Safe Neighborhoods & Schools Act.

Prop 47 will reduce low-level, nonviolent crimes from felonies to misdemeanors. These include such crimes as simple drug possession and petty theft. This way, law enforcement can focus its resources on violent and serious crimes.

The projected savings from this reduction in incarcerations is estimated between \$750 million to \$1.25 billion in the next five years. That savings will be shifted to K-12 school programs, victim services and mental health and drug treatment. Not only do we have a chance to make our judicial system more just, but also direct resources to worthy programs.

Also on November 4th, CFT urges a YES vote on Proposition 45, which will help prevent health insurance companies from raising rates at will; and urge your support in re-electing Tom Torlakson as State Superintendent of Public Instruction. Check out [CFT's Educators' Choice online voter guide](#) tailored to your local ballot. ■



The deadline for Reclassification is near. Applications must be received by the District Office of Human Resources no later than Friday, October 31, 2014 at 5:00pm. The application is available on the [District's website](#).

Reclassification means the upgrading of a position to a higher classification as a result of the gradual increase of the duties. The process is established to address a 20% or more permanent change in the position that significantly impacts any of the following: the level of responsibility; level of impact of the position on the unit, department or campus; reporting relationships; scope of duties; creativity/innovation; level of supervision



## Get Inspired!

**WEB:** Daily Inspiration  
[facebook.com/WakeUpAmericanWomen](https://www.facebook.com/WakeUpAmericanWomen)

At a recent Classified Connection event Andrea Riggs made a statement that applies to all of us who work at the Coast Colleges: Our work for the colleges and the District is helping to change the world by making a difference in somebody's life. She also talked about giving yourself permission to do something outside of your comfort zone that you've always wanted to do. Although her messages are primarily directed at women, they can certainly inspire everyone. For a daily dose of inspiration go to [facebook.com/WakeUpAmericanWomen](https://www.facebook.com/WakeUpAmericanWomen). ■



**VIDEO:** 1000 Awesome Things  
[ted.com/talks/neil\\_pasricha\\_the\\_3\\_a\\_s\\_of\\_awesome](https://www.ted.com/talks/neil_pasricha_the_3_a_s_of_awesome)

Neil Pasricha's blog 1000 Awesome Things savors life's simple pleasures, from free refills to clean sheets. In [this heartfelt talk](#), he reveals the 3 secrets (all starting with A) to leading a life that's truly awesome. ■



**BOOK:** Axioms for Organizers

A new bilingual e-book, *Axioms for Organizers*, by Fred Ross, Sr., is a collection of organizing wisdom from decades of fighting for social justice and equality throughout the US and around the world. The e-book is available for download for \$2.50 at all major [electronic bookstores](#). ■

## Reclassification Application Deadline: Oct. 31

received or exercised; knowledge and skills required to perform additional duties; change in the time required to perform more complex tasks; problem solving; accountability; higher level responsibilities; amount and level of independent work required; or technical evolution of the job. See [Article 12](#) of the contract for additional information.

For more information about reclassification, contact:

**Committee Members:** Connie Marten (GWC), Margie Kopack (OCC), Cristina Arellano (CCC), Pete Durkin (DIST), Allison Paine (OCC), James Hulbert (GWC)

**District:** Shannon O'Connor, Supervisor, Recruitment and Staff Analysis

**CFCE:** Ann Nicholson (OCC), Kevin Donahue (CCC), Sheryl Area (OCC). ■

## Save \$123,382 - AIM for 86%!

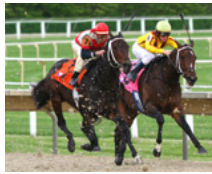
Did you know that filling your prescription with the generic drug can save the District's PPO plan money and would help in our efforts to maintain our current level of benefits? Our District percentage for employees filling their prescriptions with generic drugs is 66.6%. It is the District Health Benefits Committee's goal to get that number up to 86%. For every 1% increase toward this goal, the District plan saves \$123,382! When your doctor prescribes a drug for you--ask for the generic over the brand name whenever possible.

The table below shows some examples of the cost savings that can be realized through the use of generic prescriptions.

Medication	Brand Cost	Generic Cost	Savings
Xanax	\$110.47	\$14.40	\$96.07
Prevacid	\$154.00	\$39.82	\$114.18
Ambien	\$89.91	\$39.21	\$50.70
Avapro	\$50.78	\$22.06	\$28.72
Keflex	\$141.03	\$24.22	\$116.81

To learn other ways you can help to control the rising cost of your health care plan, attend a presentation by Vickie West, Alliant Employee Benefits, on Friday, November 14. See the description below for more details. ■

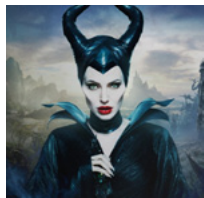
## Around the Colleges



**Night at the Races - Friday, October 17, Los Alamitos Race Course**  
GWC Staff Development invites you to a Night at the Races on Friday, October 17 at 6:30pm. Tickets are \$45 and include seating on the Grand Terrace, Mexican dinner buffet, dessert, coffee, tip, parking and racing program. Purchase your tickets at the GWC Foundation Office. For more information contact Connie Marten at [cmarten@gwc.cccd.edu](mailto:cmarten@gwc.cccd.edu). ■



**Seasonal Flu Immunization Clinics - October-November, District wide**  
Flu shots are available to all benefit-eligible employees and retirees on a walk-in basis. Supplies are limited and available on a first come, first served basis. The flu vaccine will be provided by HealthFax at a cost of \$10 to the employee. Cash and checks are accepted. **OCC:** Oct. 30, 10am-2pm, Admin 108. **CCC:** Oct. 31, 8am-12pm, 4th Floor Conference Room. **DIST:** Nov. 7, 10am-2pm, Board Room. **GWC:** Nov. 13, 10am-2pm, Student Health Center Room 126. ■



**Fall Movie Night - Friday, October 31, CCC Newport Beach Center**  
Coastline's Associated Student Government invites you to Fall Movie Night 2014, where Disney's *Maleficent* will be shown. Movie Night will take place at Coastline Community College Newport Beach Center, 1515 Monrovia Ave, from 5:30pm – 8:10pm. Doors open at 5:30pm, and the movie begins at 6:30pm. ■



**GWC Classified Connection: Health Benefits - Friday, November 14, GWC**  
GWC Classified Connection invites you to a presentation by Vickie West, First Vice President at Alliant Employee Benefits, who will share information about your benefits and what you can do to help control the rising cost of your health care plan. The presentation will take place on Friday, November 14 at 1:00pm in LRC 250. For more information contact Connie Marten at [cmarten@gwc.cccd.edu](mailto:cmarten@gwc.cccd.edu). ■

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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*.