



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
April 15, 2015
6:00 PM

**Orange County Labor Federation
Solidarity Dinner**
Anaheim Convention Center
800 W. Katella Ave, Anaheim
April 23, 2015
5:30 PM

**Coast Federation of Classified Employees
Executive Council Meeting**
Orange Coast College, Admin 108
April 24, 2015
8:30 AM – 10:30 AM

President's Message



March was a big month for CFCE, as we finally concluded 3+ years of contract negotiations! After a difficult last 6 months without any movement, the District agreed in mediation to leave Growth in Article 19.4 - Salaries. Thanks to all who stood with CFCE during this long process. We are thrilled that after ratification we will finally be working under a current contract, and look forward to sharing with you the negotiated changes. See the negotiations article in this newsletter for more information on the contract and how you can vote on it.

CFCE's ad hoc Elections Committee, led by Chair Cathie Hutchison, has been hard at work conducting the 2015/17 Officer Elections. Thanks to all who participated in the election by nominating an employee to join the Executive Council! Because there were no challenges for elected positions, there was no need to conduct a full election. You can find the list of your 2015/17 Executive Council Officers on page 2.

We recently shared with you that the District was charging full speed ahead with a job classification study without CFCE's involvement. After speaking with the Board and Administration about our concerns, the District has agreed to put the breaks on the study until we are brought in as a partner. We will share more information about this study as it develops.

CFCE welcomes to the District the new Vice Chancellor of Human Resources, Dr. Cindy Vyskocil. We look forward to working collaboratively with Dr. Vyskocil to address employee issues around the District and create a positive working environment for everyone.

One down, one to go. The search for a new Chancellor continues, with interviews expected to be conducted by the search committee on April 24. The new search is being led by former interim Chancellor, Tom Harris. ■



SAVE THE DATE:

Spring Membership Meeting

Tuesday, May 12

Noon - 2pm

Golden West College
Community Center 102

Theme: Show Your Union Spirit!

Have a topic you'd like added to the meeting agenda? Email Ann Nicholson at anicholson@occ.cccd.edu by April 22.

RSVP to Connie Najera at cnajera@occ.cccd.edu for release time by May 1.



REMINDER:



You must USE your Floating Holiday by **June 30** or you will LOSE it! Make the request to your supervisor.

GIVEAWAY!

Read through the B.U.M. Bulletin to find out how you could win a **\$10 Starbucks gift card!**

Congratulations to last month's winner, Raul Sanchez from Coastline!

Time to Ratify: Let's Talk!



Want to know what changes to your contract have been negotiated? Join CFCE as we walk through the new contract and answer your questions. Meetings will take place as follows (exact locations TBD):

GWC: Thursday, April 30, 12-1pm

OC: Thursday, May 7, 12-1pm

CC: Thursday, May 14, 12-1pm

The last step in finalizing the contract will be for the CFCE membership to ratify the new contract. A collective bargaining agreement can not become legally binding until the union members ratify the agreement. The contract ratification vote is expected to take place mid-May. Come learn what's in the contract so you can make an informed decision. Meeting details will be emailed out soon. ■



Ask Rosie

Have a question for Rosie?
Email anicholson@occ.cccd.edu

Dear Rosie,
My supervisor is piling on additional work assignments due to multiple vacancies in our department. The additional work assignments are becoming overwhelming and my supervisor has not provided adequate training to complete the tasks. There is only so much time in a day to complete everything. Any advice?

Sincerely,
Overworked Owen

Dear Overworked Owen,
Make a list of your duties (both current and new) and schedule a time to have a conversation with your supervisor to identify the priorities. This would also be a good time to discuss with your supervisor which duties you need training to perform.

Sincerely,
Rosie

Dear Rosie,
My manager has told me he needs me to work overtime, but he said he will only compensate me with comp time. Shouldn't I have the option to get paid for the overtime hours worked?

Sincerely,
Confused Carolyn

Dear Confused Carolyn,
It is incorrect to say that you can only receive comp time. According to [Article 14.9](#) of your contract, the District must pay you for overtime hours worked. That said, if you prefer, you may choose to receive compensatory time in lieu of overtime pay. You must make the request for comp time when the overtime hours are worked, and the decision is irrevocable. And remember, overtime hours must be pre-approved by your supervisor.

Sincerely,
Rosie

Let's Get Political



Sign up for CFCE's **Committee on Political Action (COPE)** and make your voice heard!

[Click here to learn about participating on the COPE Committee.](#)

A Fond Farewell to Cristina Arellano



CFCE wishes a fond farewell to Cristina Arellano, CFCE Vice President at-Large for Coastline, who has accepted a new job with the University of La Verne. Cristina joined Coastline in 2007 and worked in various positions before entering her final role as Coastline's EOPS Outreach Technician, CARE Coordinator, College Outreach Specialist. She recently completed her Master of Science in Educational Counseling, and will be applying that study to her new position developing a graduate studies course for the University of La Verne.

Cristina will join the university's faculty to train other instructors on teaching the course she develops, as well as teach it herself. She will also be teaching a counseling leadership course at Fullerton College and counseling for the South Orange County Community College District.

Cristina served as the Classified Senate President and as a leader on the CFCE Executive Council; she has been a stalwart advocate for employee rights. Through her activism and dedication she helped to create a better workplace for everyone. Best wishes in your new job, Cristina! ■

CFCE Wins 5 Awards at State Convention



CFCE was honored with five Communications Awards at the recent California Federation of Teachers (CFT) annual Convention in Manhattan Beach. Each year the Federation honors excellence and innovation in local union communications.

This year, CFCE won first place in the category of "Best Four-Page Newsletter" for the B.U.M. Bulletin. The judges comments included: "Good, consistent newsletter with regular calendar and president's message, news of all campuses, even an advice column. Puts emphasis on building a sense of the union."

CFCE also won second place in "Best Bulletin Series" for Table Talk; second place in "Best Web Site" for www.cfce.org; third place in "Best Use of Social Media" for CFCE's facebook; and, an honorable mention in the category of "Best Flyer or Poster" for the 2014 Holiday Party Invitation. View the illustrated winners booklet at the [CFT website](#). ■

Your 2015/17 Officers Are...



- President Ann Nicholson, OCC
- Treasurer Michael Carrizo, GWC
- Secretary..... *Nancy Ramirez, CCC
- OCC VP *Ray Cotter
- GWC VP Connie Marten
- CCC VP..... Wendy Sacket
- OCC VP-at-Large *John Fawcett
- *Dan Pegausch
- *Ruben Topete
- *David Falzon
- Sheryl Area
- Richard Melim
- Dottie Aper
- GWC VP-at-Large *Darlena Williams
- *Thomas Truong
- *Lindsay Tarman
- Betty Pierce
- CCC VP-at-Large Kevin Donahue

**Indicates NEW Officer*

Congratulations to all the new and returning Officers! New Officers will sit as non-voting members of the E-Council until they assume office July 1. And a special thank you to the CFCE ad hoc Elections Committee, chaired by Cathe Hutchison, for all their hard work: Mark Worden, Karen Kuehner, Christana Montes and Patricia Franco. ■

Board Bites



The following are highlights from the April 1, 2015 Coast Community College District Board of Trustees meeting:

- ✓ **Vice Chancellor of HR:** The Board of Trustees approved the [employment agreement](#) for the District's new Vice Chancellor of Human Resources, Dr. Cindy Vyskocil.
- ✓ **Board Policy:** The Board voted to approve an amended version of BP 2431--Chancellor Selection, to enable the Board to alter the process outlined in the policy following a failed Chancellor search.
- ✓ **CFCE Recognized:** Interim Chancellor Jones shared in his report that CFCE won five Communications Awards at the CFT Convention in Manhattan Beach. ■

Labor Leader Spotlight: Sidney Hillman



Sidney Hillman, the founder of the Amalgamated Clothing Workers of America (now UNITE!) and its president from 1914 to 1946, invented trade unionism as we know it today. He sought "constructive cooperation" between the union and garment firms to ensure the economic health of the industry and raise the standards of workers within it and pioneered dispute resolution mechanisms that foreshadowed today's grievance and arbitration procedures.

Thanks in large part to his efforts, political action and education became a priority within the labor movement. He also thought the union should serve the interests of its members both on and off the job by providing a wide variety of benefits and community services. And, as a close friend and influential adviser to President Franklin Delano Roosevelt, Hillman was instrumental in shaping landmark labor legislation protecting workers' rights and living standards. ■

Legal Update



Growth Lawsuit: CFCE has withdrawn its writ against the District after an agreement was reached during contract mediation that Growth would

remain in the contract. Employees can expect to receive Growth for 2014/15 after both CFCE and the Board of Trustees vote to ratify the contract.

PERB Charge: No update.

Background: CFCE filed a PERB charge against the District for unilaterally changing the position of Director of Student Life from a classified position to a management position at Orange Coast College and Coastline. This action removes classified duties from the bargaining unit. The District indicated that they are changing the classified position to a management position in order to not be required to pay overtime to classified employees for doing that bargaining unit work. ■

Congratulations Isabelle!



Each year CFCE awards a scholarship to a union member or a member's child to support their educational endeavors. This year CFCE is pleased to award a \$500 scholarship to Isabelle Falzon, daughter of David Falzon, District IT. ■

Union Summer School June 22-26 • Cal Poly Pomona *Release Time Available*



Join CFCE members for this exciting, week-long union leadership program!

The California Federation of Teachers Union Summer School equips local leaders with the powerful skills to organize successful campaigns to build high-quality public education, involve members in union activities, increase the political voice of employees and establish outstanding representation and collective bargaining programs.

The program is geared for emerging and veteran local leaders who want to take their skills to the next level. The week is filled with rigorous workshops, motivated and skilled trainers, and applied learning. There is also the opportunity to share best practices with local leaders from across the state and to find inspiration in other's work.

Sample courses:

- Winning the Best Contract: Collective Bargaining & Contract Campaigns
- Campaign Communications: A key part of an effective contract campaign
- Activating a Leadership Network Across Your Local Union: The foundation for member involvement
- Organizing for Power: Achieving gains for our members, students and communities
- Treasurer's Training: Financial Stewardship & Leadership for a Strong Local Union

Learn more about Union Summer School in the [Summer School Handbook](#). Those interested in attending should contact Connie Najera at cnajera@occ.cccd.edu. ■

Weingarten Rights

When to bring a union rep:

You have the right to have a union representative at any meeting or investigatory interview with a supervisor or administrator that you **reasonably believe might lead to discipline**. These are called your Weingarten Rights, named after a 1975 U.S. Supreme Court Decision. Your supervisor does not have to notify you of your right to union representation--you must assert your Weingarten Rights. This applies to everyone who works in a unionized child care center, school, college or university, whether public or private.

What is discipline?

Discipline might include an informal conference, written reprimand, written or verbal warning, demotion, unpaid suspension from work, or termination.

Attending meetings

If you are told to attend a meeting with your supervisor, ask what the topic will be. If it sounds to you as if the meeting might lead to discipline, contact your campus/site rep and ask for them to accompany you. Or, if you are in a meeting with your supervisor and the direction turns toward reprimand, say that you would like to reschedule the meeting to allow you to have a union rep present. If the supervisor refuses, explain that you prefer not to answer questions, but that you will if directly ordered to do so.

To assert Weingarten Rights, say:

"If this discussion could in any way lead to my being disciplined, terminated, or could affect my personal working conditions, I respectfully request that my union representative be present." ■

CFCE Wins Grant!



CFCE was awarded by the California Federation of Teachers a \$5,000 [Strategic Campaign Initiative Grant](#). This grant will be used to hire a part-time organizer who will work to build the union's membership and Committee on Political Action. Stay tuned for more information, coming soon! ■

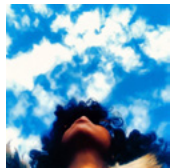
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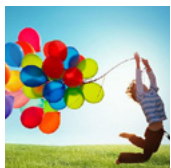
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EXPLORE: Tumblr www.tumblr.com
Search the tag "positivity" on Tumblr, and find a stream of uplifting quotes and images on the tag's landing page. ■



PLAY: 1000 Awesome Things 1000awesomethings.com
This site devoted to all the awesome things in life will remind you of everything that makes you happy. ■

Donate Food for Local Labor Families



PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX. WE'LL DELIVER IT TO A LOCAL FOOD BANK.

For more information visit www.nalc.org

Pre-Designate Your Doctor



If you are injured on the job you have the right to be treated immediately by your personal physician, if you notify your employer in writing prior to the injury.

To qualify as your pre-designated, personal physician, the physician must agree, in writing, to treat you for a work related injury, must have previously directed your medical care and must retain your medical history and records. Your pre-designated 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 nonoccupational injuries or illnesses.

If you don't pre-designate a doctor and are injured on the job, you will be treated by one of the District's worker's compensation medical providers. The pre-designation form is available on the [District's website](http://www.district.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.

Lampner's Law of Employment...



"When leaving work late, you will go unnoticed. When you leave work early, you will meet the boss in the parking lot."

April Giveaway!



To enter, answer **these four short questions** that will test your knowledge of your health benefits!

Complete the survey by May 1st to be entered into a random drawing for a \$10 Starbucks gift card!