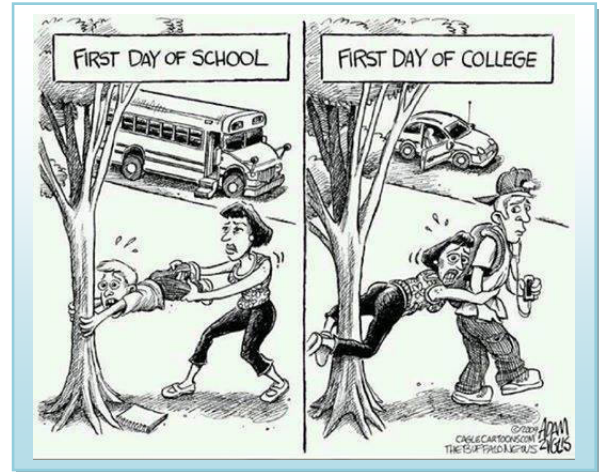


Table Talk



Updates

1. Supplementing Extended Sick Leave with Vacation

The District has taken the position that classified employees may no longer supplement their extended sick leave with vacation time. The District has cited a court case they believe establishes this new policy. CFCE has a different interpretation of the court decision and is working with our legal counsel for clarification. CFCE has demanded to bargain the effects should such a change occur.

2. Roll the Contract

CFCE and the District are discussing the possibility of rolling the new contract forward. The contract, which was ratified by the Board of Trustees on July 15, 2015, is currently set to expire on June 30, 2016. If the contract is rolled, either party may request to reopen Article 19 - Salaries and Article 20 - Employee and Dependent Benefits Coverage, plus any two (2) articles of choice.

3. Limit on Outside Employment

The District has written into Board Policy 7120 that classified employees may not work a second full-time job outside of their primary full-time job with the Coast District. The District has stated that classified employees should be fully dedicated to their jobs at Coast; working a second job could be a detriment to an employee's job performance as they may be too tired or their health may be impacted by working so many hours. They have also suggested that employees need to be available outside their regular work schedule, and working a second full-time job could interfere with this need.

CFCE is strongly against this policy. CFCE feels that this would be a unilateral change in terms and conditions of employment. How a person spends the remaining 128 hours in the week outside of work should not be up to an employer to decide. CFCE has demanded to bargain the effects of this policy and is fighting its implementation.

4. Limit on Classified Teaching

The District has determined that classified employees who also work at Coast as part-time faculty may not teach more than one 3-unit class per semester during the employee's regular work hours. According to the District, this decision was a fiscal one and based on their belief that classified employees shouldn't earn more teaching than part-time faculty, which the new blended pay rate provides.

5. Nepotism Board Policy

HR has indicated a desire to tighten up the District's Nepotism policy. CFCE will work with the District to update this policy to ensure that the policy will align with the contract and that it is fair to classified employees.

6. Alcohol Policy

The District has indicated that they will be implementing new procedures regarding alcohol use as it relates to the workday. We have had some initial conversations with the District and are awaiting their written proposal. CFCE has demanded to bargain the effects of this new policy.

The new contract is available online: Click on District Website, employees, resources, and then union agreements.

Negotiations Team:

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