



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
November 19, 2014
6:00 PM

Coast Federation of Classified Employees Executive Council Meeting
Golden West College
Humanities 114
December 12, 2014
8:30 AM – 10:30 AM

Orange County Labor Federation Delegates Meeting
UFCW Local 324
8530 Stanton Ave., Buena Park, CA
December 4, 2014
5:30 PM – 8:30 PM

CFT Council of Classified Employees Annual Conference
Irvine Marriott
18000 Von Karman Ave, Irvine, CA
December 5-7, 2014

President's Message



Election Day has come and gone, and what a day it was! Congratulations to Trustees Dave Grant and Jim Moreno who will be returning to their positions for the next four years. CFCE looks forward

to working with the Trustees on issues affecting Coast's classified employees. For an election overview and other resources, read the article, "Californians Vote to Protect Public Education."

The holidays are fast approaching, which means its time for CFCE's annual Holiday Party! As always, families are welcome. This year we are shifting our focus outward to the larger community, and will be collecting toys to support a local charity. Please bring an unwrapped toy and help us help families in need. A flier announcing the party details will be sent out soon.

Until then, CFCE wishes you and your family a safe and happy Thanksgiving! ■

Californians Vote to Protect Public Education

Written by the California Federation of Teachers



On an election day when much of the country swung to the right, California solidified its standing as the progressive

bulwark of the nation. Every single statewide office went to the CFT-endorsed candidate. And the main projectile launched by anti-union forces at public education—the billionaire-backed Marshall Tuck campaign for state superintendent of public instruction—went down to defeat.

From the state to the local level, voters reaffirmed public education and turned their back on corporate reforms and candidates who supported them.

Much of the real action unfolded, as usual, below the radar at the local level. The hard work of CFT members helped enormously in victories in school and college board races, local tax campaigns, and in county office contests, state legislative efforts, and Congressional fights.

In Orange County, despite the best efforts of the Coast Federation of Educators and the Newport Mesa Federation of Teachers, high school teacher Joel Flores was defeated in his bid for the Coast Community College Board. Joel was supported, of course, by his local, which was also a beacon of Torlakson activism and a strong part of the successful effort to defeat the right wing Measure O, yet another attempt to turn Costa Mesa into a charter city and allow its conservative majority to gut public worker contracts and pensions.

Check out the following links for the most up-to-date election coverage and analysis. ■

- ✓ [Statewide Election Results](#)
- ✓ [Orange County Election Results](#)
- ✓ [CFT Election Analysis](#)
- ✓ [CFT-Endorsed Candidates](#)

Labor Leader Spotlight: Asa Philip Randolph



Asa Philip Randolph was a prominent leader in both the labor movement and the African-American civil-rights movement. He organized the first predominantly black labor union (the Brotherhood of Sleeping Car Porters), led 250,000 people in the historic 1963 March on Washington, and won the fight to ban discrimination in the armed forces. Randolph inspired the Freedom budget, sometimes called the "Randolph Freedom budget", which aimed to deal with the economic problems facing the black community. ■





Ask Rosie

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

Dear Rosie,
I've been working overtime lately and getting paid for the work, but I'm more interested in having a few extra days off. Is there any way I can receive time instead of overtime pay?

Sincerely,
Needs a Vacation

Dear Needs a Vacation,
Yes--your contract permits you, upon request, to receive compensatory time for overtime hours worked in lieu of overtime pay, at the rate of 1.5 hours of time for every one hour worked, or two hours of time for every hour worked in excess of 12 hours in one day. Your request for compensatory time in lieu of overtime pay must be made at the time overtime hours are worked, and such a decision is irrevocable. If you do not specifically request compensatory time, you will be paid overtime. And remember: all overtime work must be approved by your supervisor in advance.

Sincerely,
Rosie

Dear Rosie,
I'm having some vacation scheduling drama... My supervisor told me that because I'm not the senior-most employee in our department that he can't really "approve" my vacation time because someone with more seniority may at some point request the same days off, and their request would have priority over mine. This is making it impossible to plan my winter family vacation. Please help!

Sincerely,
Scheduling Drama

Dear Scheduling Drama,
No, no, no! This is not the way vacation scheduling works. According to your contract, your supervisor must attempt to approve vacation periods in a manner that is fair to all employees. If a scheduling conflict exists, seniority on a rotating basis prevails. That does NOT mean you have to be in limbo waiting to see if a more senior employee might request the same days off. If you and another employee submit vacation requests at the same time for the same days off, and the department requires at least one of you to be present, seniority would be the deciding factor.

Sincerely,
Rosie

Interim Evaluations Abound



If you're a classified employee working at Coastline, you might have noticed a rash of "interim" performance appraisals occurring recently. There's a good reason for it--Coastline is working to address its accreditation issues, and they must get back on track with conducting employee performance evaluations. Performance appraisals, per the contract, should occur every two years. Because these evaluations are being conducted out-of-cycle, there is a need to draft an MOU outlining the terms and conditions of these evaluations. CFCE understands the college's need to meet accreditation standards and will be working with the college to address these off-schedule appraisals. ■

Online Training Available



District Risk Services/EH&S is now offering over 100 different safety training and workplace practices training courses to District Site and College employees via a web-based platform called "SafeColleges". This tool has previously been used by the District, but there have been substantial enhancements in course offerings for our employees.

This training is offered to every employee within the District by the employee simply logging into SafeColleges by use of the employee's District/College e-mail address.

Trainings include flexible access--employees can take courses at anytime--all they need is access to a computer and the internet. Most training courses are 30 minutes or less - making it convenient for employees to take course without substantial disruption of their other duties.

Topics include HR, Security, Nutrition, Transportation, Emergency Management, and more. Visit the SafeColleges login page at <http://cccd.keenan.safecolleges.com/login>. ■



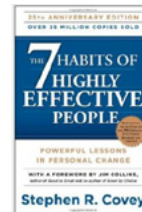
VIDEO: Take a Walk
<http://on.ted.com/Nilofer>

Nilofer Merchant's concept is quite simple: We are sitting 9.3 hours per day on average—and it is slowly killing us. "Sitting has become the smoking of our generation," she says. So instead of having the typical work meeting, take your meetings outside—and you'll be surprised by how easily fresh air can drive fresh thinking. ■



MOVIE: Music of the Heart
[Watch movie trailer.](#)

Music of the Heart is a true story of inspiration. After the school shuts down the music program, violin teacher, Roberta Guaspari (Meryl Streep), works hard to keep the program alive and continue inspiring students to play from their hearts. ■



BOOK: The 7 Habits of Highly Effective People: Powerful Lessons in Personal Change

This novel by Stephen Covey was a groundbreaker when it was first published in 1990, and it continues to be a business bestseller with more than 10 million copies sold. Stephen Covey, an internationally respected leadership authority, realizes that true success encompasses a balance of personal and professional effectiveness, and this book is a manual for performing better in both arenas. Available on [Amazon.com](#). ■



VIDEO: The Happy Secret to Better Work
www.ted.com/talks/shawn_achor_the_happy_secret_to_better_work

We believe that we should work to be happy, but could that be backwards? In this fast-moving and entertaining TED talk, psychologist Shawn Achor argues that actually happiness inspires productivity. ■

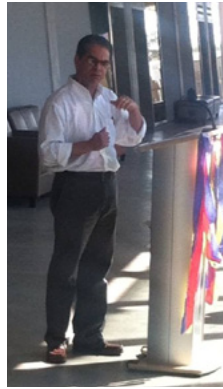
Longevity Pay Coming Soon

Longevity pay for 2014-15 and retroactive longevity pay for 2013-14 will appear on your December 10th paycheck. If you would like to change your W-2 withholdings for this pay period, you must do so by Wednesday, November 19. Contact your payroll clerk to make this change.

Please note that you have already received current and retroactive COLA payments in your paycheck. ■

October-Fiesta!

Thanks to all the classified employees who attended CFCE’s Fall Membership Meeting October-fiesta! The meeting took place on October 24th at the beautiful Coastline Newport Center and featured an update on contract negotiations, a presentation on Costa Mesa’s Measure O, information about joining CFCE’s COPE Committee, ways to get more active in the union, giveaways, and more! CFCE was also joined by two representatives from the California Federation of Teachers--Dan Martin and Leticia Castro--who spoke about the many union benefits available to members. ■



Small Choices Can Save Us Thousands



There are small things each of us can do to help reduce the cost of our District health care plan. If you have the PPO, Anthem Blue Cross provides an online portal for Coast employees that could save you time and money. Simply visit www.anthem.com, create a login, and access to a variety of tools and services to help you manage your health care.

A guided tour of the site walks you through the available tools and services, including finding a doctor, checking on prescription costs, checking the status of a claim, finding an urgent care facility, talking to a doctor online, and much more. To get started, visit www.anthem.com/ca. See the chart below for some examples of how medical costs can vary depending on which doctor or medical facility you choose. ■

<u>Procedure</u>	<u>Low Cost</u>	<u>High Cost</u>	<u>Difference</u>
CAT Scan with contrast	\$371	\$1,674	\$1,303
Brain MRI	\$660	\$5,031	\$4,371
Foot x-ray	\$33	\$125	\$92

Family Fun at the Santa Ana Zoo



For the 14th year, Senator Lou Correa will be holding holiday office hours at the Santa Ana Zoo. Join him on Sunday, November 23 from 10am - 2pm and provide suggestions for new legislation, learn about community services available to you and your family, and enjoy a resource and health fair. Free zoo admission and healthy refreshments will be provided. For more information call (714) 558-4400. ■

GWC’s Classified Connection



Vicki West, First Vice President at Alliant Employee Benefits, shares health benefits information with classified employees at Golden West College’s Classified Connection on Friday, November 14.

[CLICK HERE](#) to view Ms. West’s presentation, *Employee Benefits: Market Trends and How to Maximize Your Plan Benefits*. ■

Around the Colleges



Fall Lunch Time Lecture Series - Nov. 19 and Dec. 3, CCC

Learn about art galleries, how to make a living in the arts, and copyrighting. Hear from experienced curators, artists, and art directors about their personal experiences and thoughts. Free for students, faculty and the public. Raul Ortiz will be featured on November 19, and Matt May on December 3. Taking place at the Coastline Newport Beach Center, 1515 Monrovia Avenue, Newport Beach, Room 104 at 12pm. ■



23rd Annual Kaleidoscope Leadership Institute - Dec. 3-7, OCC

OCC will host the 23rd Annual Kaleidoscope Leadership Institute from Dec. 3-7. The event is geared toward minority women currently working in higher education or in administrative positions in secondary education. This year's conference will be held at the Ayres Hotel & Suites in Costa Mesa. For more information, contact the OCC Career Resource Center at (714) 432-5619. ■



Campus Conversations - Thursday, December 4, GWC

Join Golden West College President Wes Bryan for the final Fall 2014 Campus Conversations meeting. This meeting is open to anyone who would like to attend. You do not need to RSVP. Taking place on Thursday, December 4 from 3-4pm at GWC, Community Center 102. ■



The Nutcracker Ballet - Dec. 12-24, GWC

For the 38th consecutive year, nearly 300 performers in dazzling costumes exuberantly bring to life beloved holiday music in this full-length, memorable classic. Charming and joyful, filled with action and humor, Orange County's longest-running Nutcracker is a feel-good tradition for the entire family. Taking place at Golden West College's Mainstage Theater. Prices: \$18 general admission; \$14 for seniors, students with ID and children under 12. ■

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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*.

"It's one thing to convince your workers that you trust them by the things that you say, but what really matters is what you actually do."

-Dylan Minor

Assistant Professor of Managerial Economics & Decision Sciences
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