



B.U.M. Bulletin

A publication for all bargaining unit members of the Coast Federation of Classified Employees, AFT Local 4794
April 17, 2017: Vol. 10, No. 10

President's Message



I would like to share a message that I sent to the classified professionals who work at OCC, from CFCE's Vice President at OCC, Ray Cotter. I believe that everyone should read it and take it to heart.

Hello Orange Coast College Classified Professionals,

As you all should already be aware, your Union is negotiating with the District for the implementation of the Compensation Study; a study that the District initiated. We are not even negotiating the full contract; these are just reopeners from the 2015/2016 year. The District has recently indicated that we are already paid adequately (even without the compensation study) and show a sense of entitlement in regards to our level of health benefits. Before the District will implement the compensation study they want classified employees to give up benefits.

If you are satisfied with giving up any of your benefits, then please do not go to the Board meeting on April the 19th. By not attending, the District will get the clear message that you don't care and they then will feel justified in doing whatever they wish to your benefits and compensation.

If, however, you do not wish to give up benefits in order to have a compensation study implemented, you must have yourself heard. You must go to the Board meeting on April 19th and tell the Board that giving up benefits is not acceptable. **Your union needs your voice.**

The Union Negotiations Team works hard to convince the Board and the Chancellor that we are not without worth and merit and we deserve respect, pay and benefits that are sufficient to live in Orange County. We give our talents and our lives in service to the Coast District and Orange Coast College. We need and deserve to be fairly and equitably compensated for the work we provide to the District.

Vote in the 2017 CFCE Officer Elections

The 2017 CFCE Officer Elections are underway. Voting began on April 11 and runs through April 25. This year, two members are running for CFCE Secretary and all other positions are unopposed. You can read candidates' statements and find election information [HERE](#).

Officers will serve a two-year term beginning on July 1, 2017. They will be sworn in on May 4, 2017 at the CFCE General Membership Meeting.



CFT Union Summer School Teaches Valuable Skills

CFCE sends officers and members to the California Federation of Teachers (CFT) Union Summer School every year. Attendees can network with peers from other districts as they learn valuable skills. Attendees also learn about the relationship between our local and the CFT and the role that CFT plays in our everyday lives. This year, the program takes place from June 26-29 at the Luskin Conference Center at UCLA. The courses that will be offered this year are:

- Winning the Best Contract: Collective Bargaining & Contract Campaigns
- Treasurer Training: Financial stewardship for a strong local union
- Union Leadership & Organizing: Strengthening your local union in these times - **New Class**
- Political Power: Building our infrastructure and activism to fight back and win - **New Class**

Click [HERE](#) for more information. If you are interested in attending, contact [Jamie Crowder](#).



CALENDAR

Coast Federation of Classified Employees

Executive Council Meeting

All meetings: 8:30 - 11: 00 AM

GWC – Humanities Room 107
Friday, April 21, 2017

CCC – 4th Fl. Conference Room
Friday, May 5, 2017

Coast Community College District Board of Trustees Meeting

District Office, Board Room
1370 Adams Ave., Costa Mesa

April 19 and May 3, 2017
5:00 PM

Orange County Labor Federation Delegates Meeting

UFCW Local 324 in Buena Park

April 27
5:00 – 7:00 PM

Spring General Membership Meeting DIST Board Room

May 4, 2017
12:00 – 2:00 PM

CFT Union Summer School UCLA Luskin Conference Center

June 26-29



Ask Rosie

Have a question for Rosie?
E-mail anicholson@occ.cccd.edu

Dear Rosie,

Can I carry my floating holiday over to the new fiscal year? I'd like to use it over the summer in July.

Sincerely,
Summer Sam

Dear Summer,

Unfortunately, no. Floating holidays can only be used during the fiscal year and must be used by June 30 each year. You can use your floating holiday for the 17/18 year this summer in July. Although the floating holiday is listed in [Article 16.5](#) with the other holidays, you must get permission from your supervisor for the day you choose to take off.

Sincerely,
Rosie

OCC Flex Day - April 21, 2017

OCC is having its first Flex Day for all staff on Friday, April 21, 2017. Flex Day is a day for the entire campus to come together and focus on improvement: instructional improvement, staff improvement and student improvement. There will be multiple sessions that run throughout the day, covering a myriad of topics and will also include breakfast and lunch. These conference-style sessions will feature a Keynote Speaker, Dr. Craig Smith, who will be talking about Academic Freedom, First Amendment Rights, Free Speech Zones and Classified Free Speech Restrictions. Save the date for this exciting day of professional development opportunities!

Classified Evaluation Pilot Program

Finding the right tool to evaluate classified professionals in a way that is effective, consistent and fair has been challenging. CFCE and the District have agreed to a one-year evaluation pilot program. The pilot program consists of all new forms including a self-evaluation, a performance evaluation and a performance improvement plan. Based on feedback from classified staff and managers, the evaluation documents will be assessed for effectiveness before the end of the spring, 2018 semester. Click [HERE](#) to see the MOU and the new evaluation forms.

Blue Friday Winner

Congratulations to Jill Furlong, Benefits Assistant at District. Jill won a \$10 Target gift card for wearing blue on Friday and submitting a picture! Send in pictures of you and your co-workers wearing blue on Fridays and you could be our next winner!



#BlueFridayCFCE



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?

The start of the discipline process 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."

2017 CFT Convention Highlights



CFCE sent four delegates to the 2017 California Federation of Teachers (CFT) Convention from March 31 to April 2 in Sacramento, California. Delegates voted on resolutions, elected CFT officers, attended workshops, heard from many speakers,

and even marched to the State Capitol in support of immigrant rights.

Ray Cotter, CFCE's Vice President at OCC, is a second-time Delegate. While at the CFT Convention, he attended the [Council of Classified Employees \(CCE\)](#) meeting and stated:

They are the Council that is responsible for bringing classified concerns and resolutions to the CFT floor for consideration. They took some time at the Council meeting to get reports from the local unions. I reported that we are having challenges within our District. They supported us with boos for the District when I told them of the District's desire to take away our benefits. They supported us with much applause when I told them that we are now up to 80% full membership.

Jeanamarie Piro, A& R Tech 2 at OCC, was a first-time delegate. She stated:

As our weekend of being a delegate for the CFCE comes to an end, I have to say I am grateful for the opportunity to represent our local and be a part of such a passionate union. If you have never attended a union conference, let me just say, get out there and do it. If you feel like your voice is not heard, this is the place where sharing your thoughts, concerns and feelings is encouraged. One of the greatest lessons I learned this weekend is that making a change means looking beyond yourself and the immediate troubles you and your local may be facing. If you want to make a change, get involved because our union will listen.

Linda Tiger, A& R Tech 2 from OCC and first-time delegate, said:

How fitting it started on Friday, March 31st, Caesar Chavez day. He was an American who fought for workers' rights, for a fair wage, equality, justice, and dignity for all people in the United States. I learned during the convention, Delegates representing our public educators and classified from all over California bring forward resolutions concerning working class and union issues. Many took positions to improve working conditions and presented various social justice issues.

CFCE earned five awards for our member communications:

- 1st place for a bulletin series: [Table Talk](#)
- 3rd place for social media: [CFCE Facebook Page](#)
- 3rd Place for newswriting: [CFCE Members Show Solidarity at July Board of Trustees Meeting](#)
- 3rd Place for 4-page newsletter (500 or more members): [B.U.M. Bulletin](#)
- Honorable Mention for a flyer or poster: [2016 CFCE Holiday Party](#)

For more coverage of the Convention, visit [CFT.org](#).



CFCE Congratulates and Thanks Sheryl Area

Sheryl Area, who has served on the CFCE Executive Council for many years, will be retiring at the end of the semester. Over the years, Sheryl has served as the OCC VP, as the OCC VP At-Large and has participated on the Negotiations Team. Her meticulous notes and organization skills have kept us very well-organized. Thank you, Sheryl, for everything that you have done for the CFCE and all that you have contributed to the employees of the District. Enjoy your retirement – you have earned it!

Gear Up for Denim Day!

April is Sexual Assault Awareness Month and GWC will be hosting a weeklong series of events April 24th through 28th.

The Title IX Task Force is already *gearing up* for Denim Day (April 26th) and you are invited to join the campaign! Denim Day originated in response to a 1999 Italian Supreme Court ruling in which a rape conviction was overturned because the justices felt that since the victim was wearing tight jeans, she must have helped her rapist remove her jeans, thereby implying consent. The following day, the women in the Italian Parliament came to work wearing jeans in solidarity with the victim. The action evolved into an international campaign to raise awareness of sexual assault and demonstrate support for victims.

Please check out [GWC's Denim Day Video](#) from last year for inspiration. Photos may be forwarded to promotions@gwc.cccd.edu. Then, on April 26th at 11:30, an all-campus photo will be taken at the Rustler Hangout.

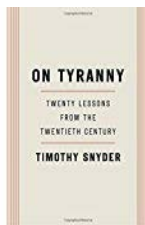
Make a statement with your fashion statement! **#GearUp #DenimDay**

**GEAR UP
& WEAR
JEANS WITH
A PURPOSE**

denimdayinfo.org

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Be Inspired

On Tyranny: Twenty Lessons from the Twentieth Century Paperback – by Timothy Snyder

“Individual commitment to a group effort: That is what makes a team work, a company work, a society work, a civilization work.” -- Vince Lombardi

Legendary football coach Vince Lombardi knew the importance of teamwork. He recognized that the success of a team is dependent on every team member working toward a common goal. That’s why his team won the first two Super Bowls in NFL history.

It’s important to emphasize to all team members that every role, no matter how seemingly insignificant, is valuable to the team’s success overall.

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Published by the
Coast Federation of Classified Employees,
AFT 4794

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B.U.M. BULLETIN is published monthly by the Coast Federation of Classified Employees, AFT Local 4794, 2701 Fairview Road, Costa Mesa, CA 92626. CFCE is affiliated with the American Federation of Teachers, AFL-CIO. CFCE represents all classified employees working for the Coast Community College District.

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.

April Giveaway!

ANSWER THIS QUESTION:

When is the last day to vote in the 2017 CFCE Officer Election?



CLICK HERE to enter the drawing for a \$10 Starbucks gift card. The deadline to enter is April 30, 2017.

Congratulations to last month’s winner:
Elias Quiroz - OCC



“Courage is more exhilarating than fear, and in the long run it is easier.”

- [Eleanor Roosevelt](#)

UNION FAMILY PROGRAMS



*Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, charged or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice plans. For family talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with 1GB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit UnionPlus.org/ATT or contact AT&T at 866-499-8008 for details.

Visit unionplus.org/aft



Get Your Copy of the Contract
CLICK HERE for a copy of your 2015-17 Contract. The Contract covers the terms of your employment in the Coast District.