



# B.U.M. BULLETIN

A publication for all bargaining unit members of the Coast Federation of Classified Employees, AFT Local 4794

## CALENDAR

### Coast Federation of Classified Employees

#### Executive Council Meeting

Coastline Community College  
4th Floor Conference Room  
Friday, January 22, 2016  
8:30 AM – 11:00 AM

### Coast Community College District

#### Board of Trustees Meeting

District Office, Board Room  
1370 Adams Ave., Costa Mesa  
Wednesday, January 20, 2016  
6:00 PM

### Orange County Labor Federation

#### Monthly Delegates Meeting

UCFW 324, 8530 Stanton Ave., Buena Park  
Thursday, January 28, 2016  
5:30 PM - 7:00 PM

## Check Please!



This new symbol identifies events and opportunities that are only available to union members. Join today!

**FLOATING HOLIDAY:** Only 6 months left to plan and use your floating holiday. Use it or lose it by June 30, 2016!

## 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, **Teresa Scarbrough, OCC***

## President's Message



Happy New Year and welcome back to work! I hope you all had a restful holiday and enjoyed time with loved ones over the break. Thanks to all who attended CFCE's

Holiday Party and especially to those who donated toys for the toy drive. Colette's Children's Home in Huntington Beach was the recipient of your generosity.

CFCE's Executive Council continues to have one-on-one conversations with non-members about joining the union, with great success! We have made significant strides in the last month towards our Strategic Campaign Initiative (SCI) grant goals. Here are the membership gains by work site since the start of the grant:

Work Site	# New Members
OCC	14
GWC	8
CCC	7
DIST	2
<b>TOTAL</b>	<b>31</b>

## Become a Smart Consumer

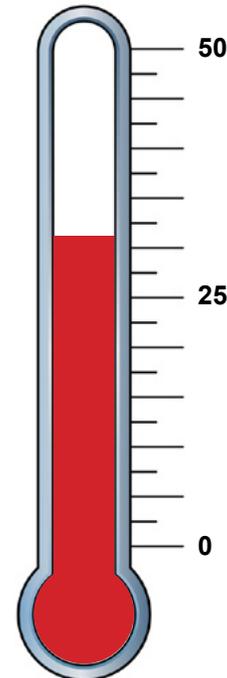


Vicki West from Alliant Employee Benefits is conducting two free seminars this month on how you can become a more informed consumer of your health care benefits. Learn about ways to reduce costs (to yourself and the District) and the latest tools that can help you maximize your benefits. ■

### Health Benefit Seminars:

Wednesday, January 20  
1:00 p.m. - 2:30 p.m.  
Golden West College, LRC 250

Thursday, January 21  
1:00 p.m. - 2:30 p.m.  
Orange Coast College, Admin 108



New Member Goal: 50

We're more than half way to our goal of 50 new union members!

If you haven't yet joined the union, simply complete the membership form and turn it into the OCC union office.

If you're already a member, consider making your voice heard on political matters by joining the union's COPE Committee. ■

## Delegate Elections: Nominations Due Jan. 22



CFCE's Elections Committee, led by Chair Christana Montes, GWC, has mailed to each CFCE member an Election Announcement and Nominating documents for the 2016 Delegate Election. Every year CFCE members vote to send Delegates to the California Federation of Teachers Annual Conference, taking place March 11-13, 2016 in San Francisco. Delegate nominations are due to CFCE's PO Box in Huntington Beach no later than January 22 at 5pm. Get your nominations in today! Contact Christana Montes at ext. 55242 for more information. ■



### Ask Rosie

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

Dear Rosie,  
As part of my job I use my personal car to travel between our 3 colleges (CCC, GWC & OCC) and the District site. If I am involved in a car accident, would I be able to make a claim from our employer? In other words, would our employer be liable?

Sincerely,  
*Driving Daisy*

Dear Driving Daisy,  
The first layer of protection is your own auto insurance. The second layer is the District's general liability insurance program. The District covers employees for property damage (auto) and medical costs not covered by their auto liability insurance. This assumes the employee is authorized to drive by their supervisor (as part/scope of their employment), the driving is work-related and it complies with Board Policy. This also assumes the employee is not acting unlawfully or operating the vehicle in an unlawful manner. Any medical costs due to employee injury would be covered (at the employee's election) either under their medical insurance (and auto insurance) or as a workers' compensation issue.

Sincerely,  
*Rosie*

Dear Rosie,  
In our contract, under Professional Development, on Option 2, Salary Differential (p. 61)...how come the salary differential does not apply when an employee has earned an advance degree prior the program?

Sincerely,  
*Learning Lisa*

Dear Learning Lisa,  
Per the contract, the salary differential does not apply to certificates or degrees that are already completed. Professional Development funding is meant to provide classified employees with new opportunities that promote individual growth designed to upgrade the classified service, not to reward employees for their existing credentials. Per the contract, "The District will provide classified employees the opportunity to expand their knowledge and increase their skills through professional growth activities." Please see program options [HERE](#).

Sincerely,  
*Rosie*

### Celebrating the Season

On December 19, 2015 CFCE members and their families gathered together at the OCC School of Sailing and Seamanship for CFCE's annual Holiday Party. Thanks to all who joined us to celebrate the start of the winter break! A special thanks to our members for the generous donation of toys, which were shared with Colette's Children's Home in Huntington Beach.



### GWC Employee of the Month: Dale Slagle



"Dale always goes above and beyond anything we ask for. It's not only one time, but several times I've experienced how dedicated Dale is to serving everyone with an amazing attitude!"

### Get Inspired!



#### READ: Rejection Proof

A hilarious and enlightening account of an introvert's attempt to overcome the fear of rejection by trying to get rejected and blogging about the experience. ■



#### MOVE: Pilates at GWC

Starting in February, free hour-long pilates classes are available to Coast employees. Taking place Fridays at 5:15pm, GWC, Rec. Ed. 211. ■



#### LEARN: Take a Class

Since you're already here...take a class at one of the Coast colleges to expand your knowledge or learn a new skill. You may be eligible for reimbursement! [Learn more.](#) ■

## Cadillac Tax Delay Explained

Written by Zenefits



On Friday, December 18th, President Obama signed a large spending and tax bill that pushes back the start of the Cadillac Tax from 2018 to 2020. This decision comes after mounting pressure from Republican and Democratic lawmakers, employers and insurers, and businesses and labor unions. These diverse groups argued that the tax unfairly penalizes employers and unionized workers who negotiated generous benefits packages as a key part of their compensation plans.

### What is the Cadillac Tax?

The Cadillac Tax was designed to slow the rising cost of healthcare and raise revenue to pay for other components of the Affordable Care Act. It was originally scheduled to take effect on January 1st, 2018. The Cadillac Tax would be a 40% tax on employers who offer premium health insurance plans that exceed specified high-cost limits (\$10,200 for individuals and \$27,000 for families). The 40% tax applies to the amount above the cost threshold. So, for an individual plan that costs \$11,000, the tax would be \$320, or 40% of the \$800 over the \$10,200 limit. Proponents have argued that the tax would discourage companies from offering high-cost health plans to employees, and thus reduce overall healthcare spending.

### Does the delay mean the tax is “dead”?

The two-year delay buys Congress and the next president time to decide the fate of the Cadillac Tax after the 2016 election. It may well be repealed; every one of the 2016 presidential candidates have said they oppose the tax (including the Democrats who support the ACA). Alternatively, the tax could be enacted as is in 2020, or more likely, be modified or replaced by another revenue raiser.

### What does this mean for employers?

In the short term, nothing. There is now no immediate lever forcing an employer to trim benefit packages. If anything, the two-year delay gives employers time to properly assess how their health insurance plans stand under the Cadillac Tax cost limits, and, if necessary, revamp them in anticipation of the 2020 effective date. ■

[Click here for the original article.](#)

## Teachers Unions Need Dues to Help Students

Written by Joshua Pechthalt  
President, California Federation of Teachers  
Published in *The Sacramento Bee*, Jan. 9, 2016



On Monday, the U.S. Supreme Court will hear oral arguments in a case that asks whether all workers in public sector unions, be they members or not, have an obligation to contribute to the union's costs to represent them in grievances and at the bargaining table.

The court has already ruled that unions have an obligation to represent non-members and that is not likely to change. It also ruled that non-members have an obligation to contribute to the costs of representation and bargaining. If the court now rules in favor of the plaintiffs in *Friedrichs vs. California Teachers Association*, the justices would be overturning a nearly 40-year precedent.

This may seem like a technical issue with little impact beyond public employee unions. But the implications of this decision could be far-reaching.

**“If the court ends ‘fair share’ union dues, it would hurt our unions’ ability to represent our members and weaken our ability to improve wages, benefits and working conditions.”**

For those of us in education, it could also undercut our ability to improve learning and teaching conditions by advocating for smaller class sizes, restoring art and music programs and improving teacher training and evaluation. While non-members do not contribute to the political program of their unions, the erosion of union funds will have an impact on our ability to organize in all aspects of union work.

The most obvious example is how the labor movement supported Proposition 30 in 2012. Union support for that historic measure, which raised income taxes on California's wealthiest individuals, has generated more than \$6 billion a year for education and ended years of devastating cuts and layoffs. Millions of students have benefited. ■

[Click HERE to read more.](#)

## Legal Corner



**[UPDATE] Military Site Rep PERB Charge:** On the charge that the District inappropriately excluded Military Site Representatives

from the classified bargaining unit, the Public Employment Relations Board (PERB) agreed, ruling against the District and in favor of CFCE's position, stating:

*“The District’s request that PERB determine that MSRs (Military Site Representatives) employed by the District are not members of the bargaining unit represented by CFCE is hereby denied. The District’s unit modification petition is dismissed.”*

**Student Life PERB Charge:** CFCE filed an Unfair Labor Practice charge against the District for attempting to remove the classified position at GWC, changing the Director of Student Life from a classified position to a management position at Orange Coast College, and hiring a new position at Coastline that included classified duties. On December 1, PERB issued a charge based on CFCE's complaint, stating:

*“In May 2014, Respondent removed the student leadership work from the bargaining unit by assigning it to a newly created non-unit Director of Student Life classification. Respondent engaged in the conduct described [...] without prior notice to Charging Party and without having afforded Charging Party an opportunity to negotiate the decision to implement such a change in policy and/or the effects of such policy. By the acts and conduct described [...] Respondent failed and refused to bargain in good faith with Charging Party in violation of Government Code section 3543.5(c). This conduct interfered with the rights of bargaining unit employees to be represented by Charging Party in violation of Government Code section 3543.5(a). This conduct also denied Charging Party its right to represent bargaining unit employees in violation of Government Code section 3443.5(b).”*

The District must respond to PERB within 20 days, although CFCE has granted an extension. An informal conference is scheduled for January 26. ■

**TRIBUTE TO LABOR**  
AUTO CLUB 400 / March 20, 2016 / Fontana, California

**UNION MEMBER TICKET PACKAGE**  
ONLY \$46 (to \$75 value)

**AN EXCLUSIVE OFFER FOR MEMBERS OF ORGANIZED LABOR!**

- ✓ AUTO CLUB 400 TICKET
- ✓ PRE-RACE PIT PASS
- ✓ PARKING PASS

**SNAPSHOT OF THE DAY** (Timing of events subject to change)

8:00AM to 12:00PM **TRIBUTE TO LABOR RALLY TENT**  
Rally with nearly 1,000 union members, their families and friends. Special guests are expected to join the festivities (last year 2,000 union members attended the race)

8:45AM **TRAMS TO RECEPTION** (inside RaceTrack)

9:00AM **TRIBUTE TO LABOR SPONSORS RECEPTION FOR UNION LEADERSHIP**  
For Union Presidents/Business Managers. Union Leadership will join with sponsors of the Tribute to Labor for a private hospitality tent breakfast and program inside the track infield.

10:00AM **UNION LEADERSHIP GUIDED TOUR**  
Union leaders will be given a guided tour of the pre-race activities including a stop at the special pre-race concert.

11:30AM **TRIBUTE TO LABOR**  
During the pre-race activities, participating union leadership will be recognized on stage, before the crowd of over 80,000.

12:30PM **START OF THE RACE**  
After the Opening Ceremony, union leadership will be escorted to the designated Tribute to Labor ticket sections to enjoy the race!

\*\*\* The Rally Tent will remain open throughout the day.

For more information or assistance, please contact Bridge Street, the Tribute to Labor Coordinator, at (323) 592-3444 or [TributeToLabor@bridgestreetinc.com](mailto:TributeToLabor@bridgestreetinc.com)

Planning to attend? RSVP to Katherine Reedy at [kmreedy@gmail.com](mailto:kmreedy@gmail.com) for a special opportunity to represent CFCE at the event!

✓ **Get 15% Off Your MBA**



The Mount Saint Mary's University MBA program offers a personalized learning environment in a cohort setting that provides graduates with a comprehensive set of skills that transforms them as they navigate their professional careers. Meeting every other weekend in downtown Los Angeles, the program is designed for working professionals and trains students to develop a holistic view of business while sharpening their business acumen. Students develop new skills and benefit from career coaching, international travel projects and other enrichment offerings that support the development of the whole person. **Tuition discounts of 15%** are available to CFCE members. For more information about the Mount Saint Mary's University MBA program, please contact Dr. Christian Teeter, Faculty Director, at (213) 477-2817. ■

**Solidarity, Savings and Sweepstakes**  
from the Union Plus Wireless Discount Program

**Solidarity and Savings**  
Switch and support the nearly 150,000 union workers at AT&T while saving 15% on the monthly service charge of qualified AT&T Wireless plans through Union Plus.\* Both new and existing AT&T customers can get the discount. Just visit an AT&T store, bring a printed copy of this flyer, your union ID and FAN # **3508840**.

**Plus...Sweepstakes!**  
The Union Plus Wireless Discount Program is showing our thanks to the union families and union leaders like you who've supported the program. Five lucky union members will win \$250. For your chance to win, visit **UnionPlusSweepstakes.org** and complete the entry form by January 15, 2016.

✓ **Free Credit Counseling**



Do you want 2016 to be the year you trim your debt and beef up your family's savings? The Union Plus Consumer Credit Counseling Service through non-profit MMI can help. Start by signing up for a free credit counseling session. Plus, get discounts on debt management planning. Get confidential guidance from an accredited credit counselor with no obligation. Learn more. ■

**Enter for a chance to win at [UnionPlusSweepstakes.org](http://UnionPlusSweepstakes.org)**

**UNION LEADERS!** Your local will get \$500 to a scholarship fund or charitable organization if one of your members is a winner! Download free promo materials at [UnionPlusSweepstakes.org](http://UnionPlusSweepstakes.org). Spread the word to your members today so your members and your local have a chance to win.

\*Discount available only to members of qualified AFL-CIO member unions. Member must show valid union membership card or other acceptable proof of union membership and be the wireless account holder. Discount applies only to recurring monthly service charge of qualified voice & data plans, not overages and may take up to 2 bills. Discount subject to an agreement between AT&T and Union Plus & additional restrictions apply. See details at [UnionPlus.org/Phone](http://UnionPlus.org/Phone) or visit an AT&T store.

NO PURCHASE NECESSARY. Purchasing does not improve your chances of winning. The Union Plus Wireless Discount Holiday Sweepstakes is open to legal residents of the 50 United States and D.C., age 18 or older and a union member in good standing. Void outside the U.S., in Puerto Rico, and wherever else prohibited by law. Sweepstakes begins at 12:00:01 AM ET on 12/01/15 and ends at 11:59:59 PM ET on 01/15/16. For entry details and Official Rules, see [UnionPlusSweepstakes.org](http://UnionPlusSweepstakes.org). Sole Sponsor: Union Privilege, 1100 First Street NE, Suite 850, Washington, DC 20002.

**Got A Minute?**

We need your up-to-date contact information! Please take a moment to provide CFCE with these 7 essential pieces of information so we can better communicate with you!

[Click Here to Begin](#)

## 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.

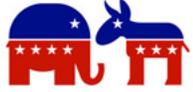
### To assert Weingarten Rights, say:

**“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.” ■**

## 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, including salaries, health benefits, vacation time, schedules, sick leave, retirement, professional development, safety, discipline, performance evaluations, and more. ■

## Let's Get Political



Do you want to be more politically active? Join CFCE's COPE Committee (Committee on Political Education) and make your voice heard on political issues. The COPE committee makes important decisions during election season, including endorsing candidates, making contributions to supported candidates, and volunteering for pro-labor, pro-education candidates. You can also get involved by becoming a Delegate to the Orange County Labor Federation where members represent CFCE on local and state labor issues.

[Learn More!](#)

## January Giveaway!



### ANSWER THIS QUESTION:

What percentage will employers be taxed for offering premium health insurance plans that exceed specified limits (a.k.a. the Cadillac Tax)?

[CLICK HERE](#) to enter the drawing for a \$10 Starbucks gift card. The deadline to enter is January 31, 2016.

## B.U.M. BULLETIN

Published by the  
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Editors:  
Ann Nicholson, President  
Connie Marten, GWC Vice President

Managing Editor, Layout and Design:  
Katherine Reedy, Executive Director

Articles by Katherine Reedy unless otherwise indicated.

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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*.

## CFCE CONTACTS

<b>Ann Nicholson</b> President	anicholson@occ.cccd.edu ext. 25583
<b>Michael Carrizo</b> Treasurer	mcarrizo@gwc.cccd.edu ext. 58143
<b>Nancy Ramirez</b> Secretary	namirez@coastline.edu ext. 16196
<b>Ray Cotter</b> OCC Vice President	rcotter@occ.cccd.edu ext. 25813
<b>Connie Marten</b> GWC Vice President	cmarten@gwc.cccd.edu ext. 55222
<b>Wendy Sacket</b> CCC Vice President	wsacket@coastline.edu ext. 16757
<b>Dottie Aper</b> DIST, VP at Large	daper@cccd.edu ext. 25939
<b>Richard Melim</b> OCC, VP at Large	melim.richard@gmail.com ext. 26321
<b>Sheryl Area</b> OCC, VP at Large	sarea@occ.cccd.edu ext. 25012
<b>David Falzon</b> OCC, VP at Large	dfalzon@occ.cccd.edu ext. 25953
<b>John Fawcett</b> OCC, VP at Large	jfawcett@occ.cccd.edu ext. 25080
<b>Dan Pegausch</b> OCC, VP at Large	dpegusch@occ.cccd.edu ext. 26659
<b>Ruben Topete</b> OCC, VP at Large	rtopete@occ.cccd.edu ext. 26126
<b>Betty Pierce</b> GWC, VP at Large	bpierce@gwc.cccd.edu ext. 55185
<b>Darlana Williams</b> GWC, VP at Large	dwilliams@gwc.cccd.edu ext. 55154
<b>Thomas Truong</b> GWC, VP at Large	truong@gwc.cccd.edu ext. 55133
<b>Lindsay Tarman</b> GWC, VP at Large	ltarman@gwc.cccd.edu ext. 58947
<b>Kevin Donahue</b> CCC, VP at Large	kdonahue@coastline.edu ext. 16215
<b>Katherine Reedy</b> Executive Director	kreedy@gwc.cccd.edu ext. 58918
<b>Jamie Crowder</b> Union Assistant	jcrowder.x@occ.cccd.edu ext. 25179

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