

Table Talk

Board Meeting
Wednesday, February 1, 2017 @ 5:00 p.m.

Board of Trustees votes to give itself a 5% pay increase at the December 14, 2016 Board meeting. According to Trustee Mary Hornbuckle, since the Board has not had a raise in eight years “it’s time” for a raise. We agree with the Board of Trustees, if you haven’t had a raise in eight years, you do deserve a raise.....
AS DO CLASSIFIED EMPLOYEES!

After CFCE met with the District’s negotiations team for another round of negotiations *On January 18, 2017, the District notified CFCE that they will be filing a PERB charge against CFCE, which could take months to resolve.* CFCE has repeatedly asked the District to bring in a mediator to help settle the contract which the District has continuously refused to do.

The District informed CFCE that the District is currently projecting a decrease in enrollment of 1,900 FTEs, which will reduce District revenues by \$8 million. District stated that they don’t know where they will find the money, however “the sky is not falling, though” due to stabilization funding that the state will provide for a year.

CFCE’s counter to the District’s overall proposal is that the District should implement the results of the classification/compensation study retroactive to July 1, 2016, bringing the classified bargaining unit to market value with other districts. As a concession, the proposal included longevity beginning in year 12 contingent on the proposed nine step salary schedule. CFCE also agreed to many of the District’s changes in Article 12, Reclassification, so the article would align with the system used by Vance Jacobson and JB Rewards (the consultant who assisted with the classification/compensation study.)



Negotiations Team:

- | | |
|-------------------|--------------------|
| Ann Nicholson | President |
| Connie Marten | Chief Negotiator |
| Sheryl Area | OCC, VP at Large |
| Frank Oppedisano | CFT Field Rep |
| Nathan Banditelli | Executive Director |

FACT: The District’s proposal asks Classified employees who retire with a PPO to pay \$400 more per month than faculty pay.

FACT: The Board of Trustees received a 5% increase in December after going 8-years without a raise.

FACT: Classified Employees have not had a raise in over 8-years.

FACT: The District proposes if you get sick, instead of receiving short-term disability after 14 days that you wait until you have been out for 30 days. This means that you will lose 50% of your salary when you are most vulnerable.

FACT: July 1, 2016 the Vice Chancellors received a minimum of 6.5% pay increases!!!

The changes to the health benefits plan resulted in a savings for the District of \$500,000 which was to be used toward the class/comp study or would go onto the classified pay schedule.

In June of last year, CFCE agreed to an early ratification of health benefit changes to enable the District to have one plan on July 1, 2016. The changes to the health benefits plan resulted in a savings for the District of \$500,000 which was to be used toward the class/comp study or would go onto the classified pay schedule. The District, CFCE, and CFE have a past practice of agreeing to the changes of the health benefits plans based on the recommendation made by the District Benefits Advisory Committee. CFCE agreed to \$500,000 in changes in June, 2016, as did the faculty, and believed, in good faith, that the District would not seek further concessions in this area until future negotiations.

Note: The District made an agreement with the faculty union that they would not seek any changes to their benefits for three years (through June 2018). The current changes proposed to the CFCE by District have not been discussed and agreed to at the District Health Benefits Advisory Committee.

CFCE's position on Short and Long Term Disability is that the District is trying to change language in Article 17 – Leaves, which has not been reopened. In order to make any changes to Short or Long-term Disability, both parties would need to agree to changes in Article 20 (Employee and Dependent Benefits Coverage) and Article 17 (Leaves of Absence).

CFCE's position has not changed since June 2, 2016; the District did not "sunshine" Article 21 within the parameters of Article 27.3.

We encouraged the District to conclude our current negotiations and open the contract for successor negotiations, which would meet the District's interest. The current contract expires at the end of June, 2017, and the parties have traditionally begun the negotiations "sunshine" process for the next contract in February.

FACT: The District has informed CFCE that the Manager's Classifications Compensation Study is going to be implemented regardless of if they implement the Classified study.

FACT: CFCE has continually requested that the District bring in a mediator to further the discussions at the table. The District has chosen instead to file an unfair practice charge through PERB.

FACT: CFCE has proposed a new longevity schedule based on the District's proposed 9-step salary schedule.

FACT: The District, CFCE, and CFE have a past practice of all employees paying the same for health benefits plans and making changes based on the recommendations made by the District Benefits Advisory Committee.

[Link to: PERB](#)

Unfair Practice Charge

The Public Employment Relations Board (PERB) is the State agency responsible for enforcing the collective bargaining laws covering employees of public schools and community colleges (Educational Employment Relations Act (EERA) Government Code section 3540 et seq.)