



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
March 18, 2015
6:00 PM

**California Federation of Teachers
Annual Convention**
Manhattan Beach Marriott
March 20-22, 2015

**Orange County Labor Federation
Delegate Meeting**
UFCW Local 324, Upstairs Hall
8530 Stanton Ave., Buena Park
March 26, 2015
5:30 PM

**Coast Federation of Classified Employees
Executive Council Meeting**
Coastline, College Center
4th Floor Conference Room
March 27, 2015
8:30 AM – 10:30 AM

President's Message



As you've probably heard by now, Coast has welcomed Dr. Richard Jones to serve as interim Chancellor while the District's search for a permanent Chancellor continues. CFCE has shared with the Board of Trustees the importance of constituency groups being involved in the entire search process--from screenings to site visits--in order to ensure that the final candidates reflect the shared governance philosophy of the Coast District. CFCE will continue to participate on the search committee and will update you as the process continues.

CFCE will be meeting again on March 23 with IT user support employees affected by the IT reorganization to further review the salary data the District used to lower job classifications and salaries. IT user support employees are invited to attend and continue this discussion, taking place March 23 at 12pm in District Conference Room E.

Finally, CFCE's ad hoc Elections Committee, chaired by Cathe Hutchison, is holding Officer Elections for 2015/16. Eligible members will have received the election announcement, nomination form and return envelope at their home address. Please consider nominating yourself or a colleague for an Officer position within CFCE. Details about each position's responsibilities can be found in CFCE's [Constitution and ByLaws](#). The deadline for receiving nominations is 5pm on March 27, 2015. After the close of nominations, ballot packages will be mailed and voting will take place until the deadline of 5pm on April 24, 2015. The union is only as strong as its members, so we need YOU to participate! ■

Shoot First, Ask Questions Later



The District will be conducting a district wide Job Classification Study for the purpose of updating classified job descriptions and potentially making adjustments to job classifications and wages.

Job classification studies are typically used by employers to verify that existing job descriptions accurately reflect job duties and that the education and experience required to perform the job is up-to-date. Classification studies also look at wages to ensure they are appropriate.

Classification studies require the participation of every classified employee, who will be asked to provide information about their specific job duties and answer questions about their work.

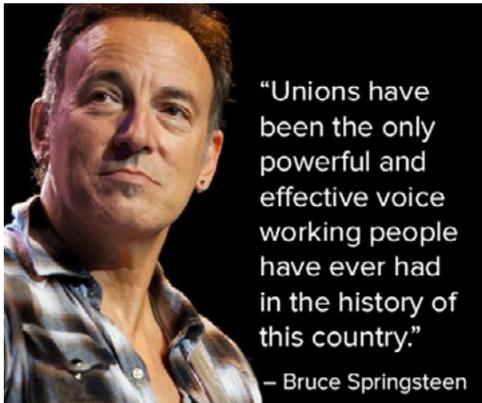
Without CFCE's involvement, District HR issued an RFP for the vendor that will complete the study. The RFP--which CFCE requested two weeks ago but has still not been provided--should outline the study's scope of work and processes, including the phases of the study, timeline of events, vendor responsibilities, study goals, formation of a steering committee, selection of comparable districts, and more. It is imperative that CFCE be involved in the development of the RFP, yet the union has been shut out of the process entirely.

CFCE spoke at the March 4th Board of Trustees meeting about the importance of the union's involvement in this undertaking. CFCE reminded the Board of the damage done by the hasty IT reorganization, the effects of which still linger.

The results of the job classification study and any proposed changes to job descriptions or wages would need to be negotiated with CFCE, making our inclusion from the start critical. CFCE has called for the District to pause this study until CFCE has been brought in as a partner. ■

GIVEAWAY!

Read through the B.U.M. Bulletin to find out how you could win a \$10 Starbucks gift card!



"Unions have been the only powerful and effective voice working people have ever had in the history of this country."

– Bruce Springsteen



Ask Rosie

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

Dear Rosie,
My regular work schedule is Tuesday to Saturday, so recently when everyone else had Monday off for the President's Day holiday, I missed out. Is this fair?

Sincerely,
Holiday Hal

Dear Holiday Hal,
It probably doesn't feel fair. Fortunately, this is covered in [Article 16.2.B](#) of your contract. If a holiday falls on a day you normally have off, you get what is called an "in lieu of" day to make up for the missed holiday. You must use this day off within 30 days of the missed holiday, and the time cannot be banked. You must also meet with your supervisor within 5 days of the holiday to determine when you will use your in lieu of day.

Sincerely,
Rosie

Dear Rosie,
I was reading through our contract and I came across something called a "Floating Holiday," in [Article 16.5](#). Can you explain what this is?

Sincerely,
Educated Ellie

Dear Educated Ellie,
A Floating Holiday is provided for in your contract, and is one 8-hour day per year that you can use in the same way you would a vacation day. The catch is that you have to use it by June 30th each year, or you lose it. You'll want to speak with your manager about scheduling your floating holiday.

Sincerely,
Rosie

Board Bites



The following are highlights from the March 4, 2015 Coast Community College District Board of Trustees meeting:

- ✓ **Chancellor's Search:** Board President Lorraine Prinsky announced that the existing search committee will remain intact as the search for a new Chancellor continues.
- ✓ **Board Policy:** Coast's constituent groups expressed concerns over the Board's proposed changes to Board Policy 2431--Chancellor Selection, particularly that the proposed changes were too broad and had not been shared with any constituency groups for input. After hearing the comments, the Board assured the audience that they would be transparent and include faculty and employees in the process. The Board will vote on the revised policy at the March 18th Board meeting.
- ✓ **Legal Services:** An RFP calling for proposals for District legal services was prematurely published, and will be replaced with a newer version. A committee consisting of Trustee Mary Hornbuckle, Trustee Jerry Patterson and interim Chancellor Jones will be formed to revise the RFP and bring it back to the Board for review and approval at a later meeting. ■

Legal Update



Growth Lawsuit: The hearing is scheduled for August 2015. CFCE is asking the District to fulfill its contractual obligation to pay employees Growth per Article 19.4.

PERB Charge: CFCE has filed a PERB charge against the District for unilaterally changing the position of Director of Student Life from a classified position to a management position at one college and hiring the same management position at a second college. This action removes classified duties from the bargaining unit. The District indicated that they are changing the classified position to a management position in order to not be required to pay overtime to classified employees for doing that bargaining unit work. ■

Coastline Employee's Father Named "Delegate of the Year"



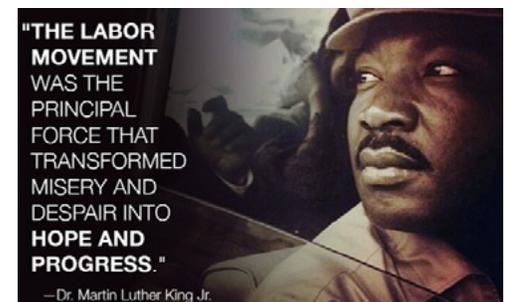
On April 23 the Orange County Labor Federation (OCLF) will host its 15th annual Solidarity Awards Dinner at the Anaheim Convention Center. The Solidarity Awards is the Orange County labor community's biggest night of the year, where the hard work done by its dedicated members is recognized and celebrated.

This year, OCLF is awarding its highest member honor--Delegate of the Year--to Francisco Arellano of AFSCME 3299. In addition to being the father of Coastline employee and CFCE Vice President Cristina Arellano, Francisco is a dedicated union activist who has given his heart and soul to the workers movement for the past 31 years.

Francisco was 25 years old when he began working as a custodian at the University of California, Irvine Medical Center (UCIMC) in 1982. With a strong work ethic, solid moral compass and a gregarious personality, it did not take long for Francisco to be recruited as a member of AFSCME.

The leadership he demonstrated over the next 31 years is the living legacy of his work at UCIMC. His commitment to his co-workers has been unconditional and his reward for the work he does is only measured by the improvement of working conditions, safe staffing for every department in the hospital, and respect for seniority, job security and fair wages for the UC employees.

For more information about the Orange County Labor Federation or the Solidarity Awards Dinner, visit www.oclabor.org. ■



"THE LABOR MOVEMENT WAS THE PRINCIPAL FORCE THAT TRANSFORMED MISERY AND DESPAIR INTO HOPE AND PROGRESS."

—Dr. Martin Luther King Jr.



To Grieve Or Not To Grieve...



On March 5 CFCE's Executive Council gathered for a training on employee complaints and grievances. The day-long seminar was hosted by Laura Kurre, Training Director for the California Federation of Teachers, who flew in from Oakland for the occasion. Officers learned about the distinction between a complaint and a grievance, helping employees understand their rights, effectively working through the grievance process, creating change through collective action, and much more.

CFCE Officers and members will be exposed to similar trainings at the upcoming CFT annual Convention, taking place March 20-22 at the Manhattan Beach Marriott. Delegates to the Convention will have the opportunity to be trained on topics such as member organizing, strategic communications, employee rights, union building, and more. To learn more about the CFT Convention, visit www.cft.org/governance/convention. ■

Get Inspired!



READ: The Alchemist
Amazon.com

This is a beautiful narrative by author Paulo Coelho about finding out who we are and fearlessly chasing our own "personal legend." In this book, Coelho says, "There is only one thing that makes a dream impossible to achieve: the fear of failure." ■



WATCH: Coach Carter
[View Trailer](#)

Controversy surrounds high school basketball coach Ken Carter after he benches his entire team for breaking their academic contract with him. ■



EXPLORE: Calm.com
Calm.com

When you need a quick breather, there's no place like calm.com. With a soothing nature backdrop, the site allows you to choose between two-minute and 10-minute meditations, with or without music and auditory guidance. ■

Time To Take A Break?



EXCESS VACATION

Classified employees with excess vacation time must use it by June 30th.

If, to meet the needs of the District, you were not permitted to use your vacation time and you have built up excess vacation time (as defined in [Article 15.2](#)), you may carry over the excess hours for use in the following year. Alternatively, you may request to receive a lump sum payment for the excess vacation. If you do not request a lump sum payment, your manager should meet with you to create a plan to use the excess days.

By October 31st, employees and their managers should establish a vacation calendar for the academic year for the use of excess vacation hours. If, by October 31 there is no agreement between the manager and employee on the use of the excess days, the manager will assign the excess hours with ten working days notice.

For additional information about vacation accrual, scheduling and compensation, see [Article 15](#). ■

TRACK YOUR TIME



Did you know that you can view your leave balances, pay stubs, or W-2s online? Just visit the Employee Information System (EIS)

website at <https://employee.ocde.us>.

To register you will need your 10 digit employee ID, the last 4 digits of your social security number, your birth date, and a valid email address. If you don't know your employee ID, contact your campus personnel office or the District Payroll Department. If you have already registered, you only need the email address and password you used to register your account.

Keep in mind, it is a good idea to keep track of your own hours offline, in case EIS has not been updated. Contact District Payroll if you have any questions. ■

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?

Discipline 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." ■

GIVEAWAY QUESTION:

According to the article on page 4, what song did demonstrators sing as they walked across the Edmund Pettus Bridge at the Bloody Sunday march?

Email the answer by April 1st to cnajera@occ.cccd.edu. Correct answers will be entered into a random drawing for a \$10 Starbucks gift card!



'Bloody Sunday' Anniversary Commemorated With March Across Selma Bridge

By Tami Chappelle
Reuters, Mar. 8, 2015



Tens of thousands of people paraded across a Selma, Alabama bridge on Sunday to commemorate the 1965 "Bloody Sunday" march, not waiting for dignitaries who had planned to lead them in marking the 50th anniversary of a turning point in the U.S. civil rights movement.

In contrast to the police violence that marked the original march half a century ago, the mood was often celebratory, at times festive, as an estimated 70,000 demonstrators cheered, sang "We Shall Overcome" and carried signs as they walked across the Edmund Pettus Bridge.

Bloody Sunday on March 7, 1965, took its name from the beating that roughly 600 peaceful civil rights activists sustained at the hands of white state troopers and police who attacked them with batons and sprayed them with tear gas.

"It's very crowded but at the same time it's fun and really great to see everybody coming together all races, all people," one woman told CNN as marchers began moving across the bridge.

A large throng of people started walking across the bridge at the appointed time, before dignitaries could be brought to the front to lead them.

Among the throng were demonstrators who took part in the 1965 march, as well as others calling for immigration and gay rights.

President Barack Obama visited Selma on Saturday and declared the work of the U.S. civil

rights movement advanced but unfinished in the face of ongoing racial tensions.

"Fifty years from Bloody Sunday, our march is not yet finished, but we're getting closer," said Obama, the first black president of the United States.

The anniversary comes at a time of renewed focus on racial disparities in the United States and anger over the treatment of black civilians, among them 18-year-old Michael Brown, whose killing by a white police officer in Ferguson, Missouri, last year sparked widespread protests.

On Friday, Tony T. Robinson Jr., a 19-year-old black man who appeared to be unarmed, was shot dead by a white police officer in Madison, Wisconsin, sparking protests there on Sunday.

U.S. Representative John Lewis, who led the march across the bridge 50 years ago and was knocked out by a state trooper, told NBC's "Meet the Press" on Sunday that the events of that day had led to lasting progress in civil rights.

"When I go back, I remember the bridge for me is almost a sacred place," the Georgia Democrat said. "That's where some of us gave a little blood and where some people almost died."

Read the article with photos online at: www.huffingtonpost.com/2015/03/08/bloody-sunday-selma-march_n_6826932.html ■

Labor Leader Spotlight: Nelson Hale Cruikshank



Nelson Cruikshank (1902 - 1986) was the first director of the AFL-CIO Department of Social Security, founded in 1955. A Methodist minister, labor lobbyist and government official, he is best remembered as a leading voice for Social Security and health insurance, particularly for the elderly and people with disabilities.

Due in large part to Cruikshank's lobbying efforts, Congress passed Social Security Disability Insurance in 1956, an amendment

to the Social Security Act that provided Social Security benefits to people with disabilities for the first time. He was also a chief architect of Medicare, the federal health insurance program for the elderly, and he championed its eventual passage in 1965.

As President Jimmy Carter's adviser and counselor on the aged and as chair of the Federal Council on Aging, Cruikshank led successful efforts to preserve and expand Social Security benefits for the elderly and people with disabilities. ■

CFCE CONTACTS

Ann Nicholson	anicholson@occ.cccd.edu
President	ext. 25583
Connie Marten	cmarten@gwc.cccd.edu
GWC Vice President	ext. 55222
Michael Carrizo	mcarrizo@gwc.cccd.edu
Treasurer	ext. 58143
Sheryl Area	sarea@occ.cccd.edu
OCC Vice President	ext. 25012
Wendy Sacket	wsacket@coastline.edu
CCC Vice President	ext. 16757
Dottie Aper	daper@occ.cccd.edu
OCC, VP at Large	ext. 25939
Rena Quinonez	rquinonez@occ.cccd.edu
OCC, VP at Large	ext. 25988
Richard Melim	rmelim@occ.cccd.edu
OCC, VP at Large	ext. 26321
Betty Pierce	ext. 55185
GWC, VP at Large	
Cristina Arellano	carellano@coastline.edu
CCC, VP at Large	ext. 16427
Kevin Donahue	kdonahue@coastline.edu
CCC, VP at Large	ext. 16215
Katherine Steed	kmreedy@gmail.com
Executive Director	ext. 58918
Connie Najera	cnajera@occ.cccd.edu
Office Assistant	ext. 25179

CONNECT WITH US ONLINE



CFCE.ORG

Like CFCE on Facebook!

B.U.M. BULLETIN

Published by the
Coast Federation of Classified Employees
AFT Local 4794

Editors:
Ann Nicholson, President
Connie Marten, GWC Vice President

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

Articles by Katherine Steed unless otherwise indicated.

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.