



# 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 Meetings

Golden West College, Humanities 114  
October 18, 2013  
8:30 AM – 10:30 AM

### Coast Community College District Board of Trustees Meeting

Board Room  
1370 Adams Avenue, Costa Mesa, CA

October 16, 2013 (Study Session)  
6:00 PM

November 6, 2013  
6:00 PM

### Orange County Labor Federation Delegates Meeting

IBEW Local 441, Suite M  
309 Rampart Street, Suite A  
Orange, CA 92868

October 24, 2013  
5:30 PM – 8:30 PM

## Fall Membership Meeting



Join CFCE on Thursday, November 7 from noon to 2:00 p.m. at the Orange Coast College Student Center Lounge for our fall membership meeting! The union will provide an update on its activities and business, including contract negotiations.

This meeting is also your opportunity to propose changes to the union's Constitution and ByLaws. Proposed changes must be signed and dated by the author and received in the Union office by 5:00 p.m. on Friday, October 18. Any proposed changes will be mailed to the membership for review prior to the meeting. If you would like to add an item to the agenda, please email it to Ann Nicholson at [anicholson@occ.cccd.edu](mailto:anicholson@occ.cccd.edu).

Union members may request release time in order to attend this meeting. Email Connie Najera at [cnajera@occ.cccd.edu](mailto:cnajera@occ.cccd.edu) to arrange for your release time by Wednesday, October 30. ■

## ACCJC Gone Wild!

On Wednesday, October 9 the Coast Federation of Educators hosted a lunch meeting featuring Carl Friedlander, President of the California Federation of Teachers Community College Council, who spoke about the controversy surrounding the ACCJC's accreditation process and the pending closure of City College of San Francisco. ACCJC is the state's only community college accrediting entity, and California accounts for more sanctions annually than all other states in the nation, combined. Friedlander shared that the ACCJC's overly politicized accreditation process typically excludes input from faculty and classified employees—a critical component to ensuring a fair and transparent review process.

Earlier this year the California Federation of Teachers (CFT) sent a letter of complaint to the Department of Education (DOE) alleging ACCJC was out of compliance with various federal accreditation standards. Violations included visiting teams overwhelming composition of administration with minimal faculty input, conflict of interest concerns, and a failure to distinguish between recommendations and actual deficiencies. In response to the CFT's letter, the DOE issued a stern warning to ACCJC. CFT is also looking at various legislative remedies to address the concerns about ACCJC's accreditation process. ■

## Reclassification Window Closing Soon!

Your chance to apply for reclassification ends on Thursday, October 31, 2013. Reclassification is the upgrading of a position to a higher classification as a result of a gradual increase of the duties being performed. From November 1 to December 10 the District's Reclassification Committee will establish process and interview timelines. A preliminary review will be conducted from January 10 through February 15, and interviews will begin February 15 and run through April 15. After committee recommendations and the appeal process, approved reclassifications will be implemented July 1, 2014. Applications to request a reclassification are available online and at the District Office of Human Resources.

## CFCE Members Attend Statewide Conference

From October 18<sup>th</sup> through the 20<sup>th</sup> seven CFCE members will attend the Council of Classified Employees Annual Conference at the Hilton Costa Mesa. Under the theme *Celebrating Our Role in Quality Public Education*, CFCE members will attend workshops on advocacy, contracting out, grievances, membership involvement, safety in schools, community organizing, the Affordable Care Act, and much more. For more information, visit [www.cft.org](http://www.cft.org). ■



*"What does labor want? We want more schoolhouses and less jails; more books and less arsenals; more learning and less vice; more leisure and less greed; more justice and less revenge; in fact, more of the opportunities to cultivate our better natures."*

**Samuel Gompers**  
1850-1924



## Union Vs. Non-Union Workplaces...What's the Difference?

UNION WORKPLACE	NON-UNION WORKPLACE
✓ Greater stability and job security, with less turnover.	✗ "At-will" employees who can be fired at any time for any reason.
✓ Higher wages and benefits (approximately <b>30% higher</b> than non-union workplaces).	✗ No collective bargaining or representation to fight for decent wages, benefits and working conditions.
✓ Employer-provided health insurance and pension plans ( <b>92%</b> of union workers have job-related health coverage).	✗ Not required to provide any fringe benefits to employees (just <b>62%</b> of non-union workers have job-related health coverage).
✓ 26% more paid <b>vacation time</b> and 14% more paid <b>holidays</b> .	✗ No guarantee of paid time off or holidays.
✓ Safer work places due to negotiated safety standards.	✗ No accountability in providing a safe working environment.

## Honoring Our Veterans

Workers across Orange County invite you to attend a free celebration honoring our Veterans on Monday, November 11 from 10:00 a.m. to 4:00 p.m. at the OC Fair and Event Center, 88 Fair Drive, Costa Mesa. The event features live music and entertainment, historic military vehicles, children's "thank you" art projects, care packages, free hot dogs, Veterans service organizations, booths connecting Veterans to good jobs and programs, and a red carpet runway honoring Veterans.

To learn more about how you can partner with Labor to give back to Veterans, visit [www.veteransandlabor.com](http://www.veteransandlabor.com). For event information contact Carina Franck-Pantone at (714) 675-3653 or [veteransandlabor@gmail.com](mailto:veteransandlabor@gmail.com). ■

## CFCE Welcomes New Executive Director

by Ann Nicholson, President

On July 15<sup>th</sup> CFCE welcomed Katherine Reedy as the union's new Executive Director. Katherine brings to CFCE more than ten years of experience working in strategic communications, community organizing, and government administration. Before joining CFCE she served for three years as Communications Director for the Orange County Business Council, and has held various management positions within local and state government. She recently graduated with a Master's Degree in Public Administration from Cal State Long Beach. Katherine works out of the union office at Golden West College and can be reached at [kreedy@occ.cccd.edu](mailto:kreedy@occ.cccd.edu) or (714) 892-7711 ext. 58918. Stop by and welcome her to the team! ■

## Are You Covered In A Crash?



What happens if you get into a car accident while driving to a work function on work time? If you get into a car accident traveling on work time to a meeting or event away from your primary workplace, your personal car insurance would be your primary source of coverage. Any costs from the accident over the limits of your personal insurance would be submitted to the District's insurance carrier.

If there are injuries resulting from the accident, you would have the option of filing a Worker's Compensation claim with

the District for benefits and your personal medical insurance would also be available. The District does not provide coverage when you are traveling between home and work, or during lunch or breaks. ■

## Bill Creates Two-Tier Fee System

by Joshua Pechthalt, CFT President

Community college faculty are deeply disappointed that the Governor signed AB 955 into law. While the stated motivation for this pilot project is to accommodate demand for popular classes, and create greater student access to affordable higher education, its effect will be the opposite.

AB 955 opens the door to a two-tier fee system in community colleges by authorizing one or more colleges to charge its students exorbitant fees for intersession courses as a "pilot project." AB 955 fees will run over \$750 for a typical 3-unit community college course. Current fees for this course are \$138.

The original bill proposed a pilot project that would have been broader, involving more colleges.

Because CFT members and our supporters in the community raised our concerns with legislators and the governor, the negative impact of the bill in its final form was reduced.

But by raising student fees in even one college dramatically, AB 955 will effectively deny equal, open access to the working class Californians who depend most on our community colleges for public higher education and social mobility. This is not the best approach to solving a problem created by underfunding. The best approach would be to tap progressive revenue sources to properly fund a community college system that can meet student demand. ■

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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*.