



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

Board Room
1370 Adams Ave., Costa Mesa, CA
December 11, 2013
6:00 PM

Orange County Labor Federation Delegates Meeting

IBEW Local 441
309 N. Rampart St., Ste. M, Orange, CA
December 5, 2013
5:30 PM – 8:30 PM

Coast Federation of Classified Employees Executive Council Meetings

Coastline Community College
OLIT Conference Room
December 13, 2013
8:30 AM – 10:30 AM

Happy Thanksgiving from CFCE!



November 25, 2013 (Vol. 7, No. 2)

Message from the President



Thank you for reading the November 2013 issue of the B.U.M. Bulletin. CFCE has had a busy month, highlighted by a Strategic Planning Session led by CFT Training Director Laura Kurre and a well-attended Membership Meeting at OCC. CFCE continues to negotiate the contract with the District, and remains vocal about the ongoing issues resulting from the IT reorganization. We are contributing to the District's development of new policies and procedures, ensuring that classified employee's rights are protected.

Finally, I am pleased to welcome to the Coast family the newest member of the classified staff at Golden West College Robert Dunsmore, hired in November to work as a Skilled Maintenance Locksmith. Welcome Robert! ■

Negotiations Drag On

CFCE continues to negotiate with the District the open items in the contract, including Duration and Article 18 (Professional Development). Until this past Thursday, CFCE was confident that contract negotiations were nearing completion. Unfortunately, at Thursday's negotiations session the District stated their intent to re-introduce Article 19 (Salaries) for negotiation, even though both parties had already come to an agreement on this article.

This stall tactic by the District delays completion of the contract--a process that has been ongoing for two years--and further prevents Coast's classified employees from working with the full protections of a current contract.

Once the District and CFCE have finalized these articles, the contract must be ratified by a vote of the union's membership. The next negotiations session with the District will take place on Tuesday, December 3. Look out for the next Table Talk negotiations update in your inbox--coming soon. ■

CFCE Membership Meeting

Thanks to the 50+ employees who attended CFCE's Fall Membership Meeting on November 7 at Orange Coast College! The meeting provided an opportunity to highlight the contributions labor has made to building a stronger American middle class and reflect on the important milestones achieved over the past century when working people stand together. The union provided an update on contract negotiations with the District, discussed a new member-to-member communications program the union is launching, and provided a brief overview of the California Labor Federation's new narrative and messaging for labor. ■

This Holiday Season... Buy Union!



Did you know? This holiday season, the average American will spend more than \$700 on holiday gifts. If just \$64 of that was spent on American-made products, it could create 200,000 American jobs.

Buying union means buying American. It means that every dollar you spend goes towards protecting working people by helping them to earn a livable wage in safe conditions, provide health care for their families and pursue the American promise of creating a better life for every future generation.

By making the choice to spend our money on union-made goods and services that are made in our country by workers who are treated fairly, we are helping to protect the middle class, strengthen our national economy and build a stronger America.

Fortunately, buying union this holiday season is easier than you might think. Labor 411 is a comprehensive listing of union-made products, stores and services anywhere. Visit www.labor411.org to search for union-made gifts and places to shop during the holidays.

CFCE.ORG

What is the FMLA?

The federal Family and Medical Leave Act, or FMLA, entitles employees to take paid or unpaid, job-protected leave for specified family and medical reasons, with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. As long as you have paid leave on the books, it can be applied to FMLA. Eligible employees are entitled to:

- 12 weeks of leave in a 12-month period for:
 - » the birth of a child and to care for the newborn child within one year of birth;
 - » the placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement;
 - » to care for the employee's spouse, child, or parent who has a serious health condition;
 - » a serious health condition that makes the employee unable to perform the essential functions of his or her job;
 - » any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on "covered active duty;" or
- 26 weeks of leave during a single 12-month period to care for a covered servicemember with a serious injury or illness if the eligible employee is the servicemember's spouse, son, daughter, parent, or next of kin. For more info, visit www.dol.gov/whd/fmla. ■

You Can Make a Difference!



Did you know that CFCE has a Committee on Political Education (or COPE)? COPE's mission is to promote public and government support for education, government services and health care; encourage participation of the union's members and general public in government activities, and improve union members' and the general public's understanding of policies and legislation affecting education.

COPE money is raised through a voluntary payroll deduction, where employees have decided that they want to be active in the political life of the union.

COPE funds are particularly important during election season, like the upcoming 2014 elections, where members of your Board of Trustees will be running for office. The decisions made by these elected representatives have a direct impact on your daily work life, and are easily the most tangible way in which COPE can directly affect you.

If you are interested in making a monthly contribution to COPE, please contact the union office at (714) 432-5179. ■

Upcoming Events

Golden West College Symphonic Band: Fall Into Winter - December 3, 2013

Join the Golden West College Symphonic Band for their winter program *Fall Into Winter*, conducted by Dr. Collette Hausey, taking place December 3 at the GWC Mainstage Theatre. Tickets are available at the concert only.

Orange Coast College's Annual Poinsettia Sale - December 6, 2013

OCC's Ornamental Horticulture Department will host the 36th annual holiday poinsettia sale on December 6 from 10:00 a.m. to 3:00 p.m. Plants will be sold in the Horticulture Garden off Adams Ave., adjacent to the Technology Center. For more info visit www.occhorticulture.com.

Orange County Labor Federation Annual Holiday Party - December 6, 2013

Join OCLF's annual Holiday Party, taking place December 6 from 1:00 p.m. to 3:00 p.m. at 309 N. Rampart St., Suite A, Orange. Help spread holiday cheer by bringing an unwrapped toy for Orange County children in need. RSVP to Joline Vela at (714) 385-1534 or joline@oclabor.org.

Golden West College Chorale and Chamber Singers: Desert Island Music - December 7, 2013

Join the Golden West College Chorale and Chamber Singers for *Desert Island Music*, directed by Dr. Bruce Bales, taking place December 7, 2013 at the St. Wilfrid York Episcopal Church, 18631 Chapel Lane, Huntington Beach. Tickets are available at the concert only.

CFT State Convention - March 21-March 23, 2014

The California Federation of Teachers annual Convention will take place March 21-23, 2014 at the Manhattan Beach Marriott in Manhattan Beach. For more information visit www.cft.org.

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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*.