



B.U.M. Bulletin

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

January 17, 2017: Vol. 10, No. 7

President's Message



Happy New Year and welcome back from your well-deserved holiday break. Thanks to everyone who attended our Holiday Party and brought an unwrapped gift for our toy donation! Also in attendance were Board Vice President, Mary Hornbuckle and her husband Jerry who have participated in our event for many years. Santa was delayed a bit by traffic, but got an enormous welcome and had a great time talking with the children and helping us with our opportunity drawing. One little boy told me, "This was the best party ever!"

We'll be busy this spring. We have begun to prepare for the 2017 California Federation of Teachers (CFT) State Convention. You should have received information about the nomination of delegates through US postal mail. If you are a member, consider helping to set the course for the CFT in 2017 by running for a delegate seat. Delegates set union policy and establish the union's positions on issues affecting members state-wide. You can find more information about the conference, held March 31 - April 2 in Sacramento, by clicking [HERE](#).

Other undertakings planned for the spring will be continued work toward the completion of reopener negotiations followed by successor agreement negotiations, continued energies toward membership recruiting, renewed efforts to establish an area representative team, planning for our spring membership meeting and officer elections for 2017 - 19. You'll see us out and about as we work to increase our visibility throughout the District.

Membership Update

CFCE's recent membership recruiting efforts continues to build the strength of our local union. Nearly 80% of the bargaining unit are members and our numbers continue to grow each month. GWC currently has an 89.3% membership rate. If you have been thinking about joining, now is the time! CFCE members have the right to vote on contracts and union officers. They also enjoy many exclusive [member benefits](#) and [discounts](#). Thank you to everyone who has joined in the last year and we look forward to welcoming many more members in 2017.

We still need some CFCE members to complete a new membership application. Due to an anticipated court ruling, we are working to ensure that we have an application form on file for each and every member. If you have been contacted over the past year to fill out an application and haven't done so, please click [here](#). Completed applications should be emailed to jcrowder.x@occ.cccd.edu or sent to the OCC-CFCE office Attn: Jamie Crowder. A campus officer or a member of the union staff will also be following up to collect these forms.

CFCE Members Enjoy Annual Holiday Party

CFCE was host to over a hundred attendees at the annual CFCE Holiday Party. The party was at the OCC School of Sailing and Seamanship on December 19, 2016. Holiday music filled the air as party goers enjoyed good food and the company of coworkers. Many members participated in the opportunity drawing for gift baskets, movie tickets, and a virtual reality headset. The sailing school sits right on the Newport Harbor, allowing an up-close view of the Newport Beach Holiday Boat Parade. Santa visited with the children and each received a gift, compliments of the [OCC EOPS/CARE Department](#). A special thank you goes out to those who donated toys for the [Colette's Children's Home](#) in Huntington Beach and to the E-Council members who helped make this event a success.



See more photos on [Facebook](#):





Ask Rosie

Have a question for Rosie?
E-mail anicholson@occ.cccd.edu

Dear Rosie,

What happened to longevity pay? I used to get a lump-sum payment in my December paycheck, and now it's gone. Did the District take away longevity?

Sincerely,
Longing for Longevity Larry

Dear Longing,

No, the District has not taken away your longevity pay! For the last year you have been receiving your longevity pay in your monthly check per the ["EL" pay schedule](#). Many classified professionals have set up accounts through their bank or the credit union to keep their extra monthly longevity pay available for their holiday. Schools First, who attend many of our events has a great summer saver rate.

Sincerely,
Rosie

Dear Rosie,

The District placed me on leave after I submitted a note from my doctor because I have permanent medical restrictions. My doctor and I made suggestions for reasonable accommodation, but the District won't grant me an accommodation. Can they do that?

Sincerely,
At Home Heather

Dear At Home,

This is not a one size fits all situation. Please refer to the [Reasonable Accommodation in the Workplace Fact Sheet](#). Another resource is the [Job Accommodation Network](#) which provides information about any aspect of job accommodations, including accommodation ideas, ADA compliance and referral to other resources. We recommend that you take a copy of your job description when you meet with your doctor so you can review your duties together. You may request a union representative for assistance with this accommodation process, so be sure to contact us before the first meeting.

Sincerely,
Rosie



STARBUCKS

GIVEAWAY!

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

Congratulations to last month's winner:
Andrea Garcia - GWC

#CFCE on Social Media

Tag us with #CFCE on [Facebook](#), [Twitter](#), or [Instagram](#) every time you attend a CFCE event. Tell your friends and followers why you support CFCE with the #CFCEpride tag.



Problem(s) Solved!

CFCE meets with District and campus HR representatives each month in order to discuss and resolve problems before they escalate. In 2016, CFCE resolved over 60 issues that were brought to the attention of the union.

- [MOU #16-3](#) was negotiated to allow classified professionals to serve as student club advisors. CFCE recently worked with District HR to ensure that vacation time can be used to attend field trips that relate to club advising.

Board Bites



New Meeting Time: Starting January, Board of Trustees meetings will start at 5 PM.

At the December meeting, **Dave Grant** was reelected as Board President, Mary Hornbuckle will serve as the VP and Lorraine Prinsky will be the Clerk.

Board Pay Increase: The Board voted to increase their own salaries by 5%. Trustee Hornbuckle stated that the Board had not given itself a raise in 8 years and "it's time." Trustee Prinsky was the only Board member to vote against the increase.

District Employee Assistance Program Now Through Anthem Blue Cross

Everyone needs a hand from time to time. When you do, you can take advantage of the improved District employee assistance program (EAP) to help meet the everyday challenges of life. There is no additional charge for this service and it's available to everyone, regardless of your health benefits plan. For assistance, call 800-999-7222 or visit anthemeap.com and enter "CCCD" to login. Areas where you can receive help include:

- Childcare assistance
- Elder care
- Identity theft monitoring
- Vacation planning
- Budgeting tools
- Legal assistance
- Pet care resources
- Home buying advice
- Career advice
- College planning tips
- Counseling
- Tobacco cessation

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, benefits, vacation time, schedules, sick leave, retirement, professional development, discipline and more.

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CALENDAR

Coast Federation of Classified Employees**Executive Council Meeting**

DIST – Conference Room E
Fri., Jan. 20, 2017
8:30 - 11:00 AM

Coast Community College District Board of Trustees Meeting

District Office, Board Room
1370 Adams Ave., Costa Mesa
Wed., Jan 18, Feb 1 and 15, 2017
5:00 PM

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Since every classified employee is a *bargaining unit member* of CFCE, as defined by PERB Determination #LA-R-7974, this publication is referred to as the B.U.M. Bulletin, where B.U.M. is an acronym for *bargaining unit member*.

www.cfce.org

January Giveaway!

Giveaway

ANSWER THIS QUESTION:

What % of classified professionals at GWC are union members?

CLICK HERE to enter the drawing for a \$10 Starbucks gift card. The deadline to enter is Jan. 31, 2017.

CFCE Members are Eligible for Union Plus Scholarships

Scholarships ranging from \$500 to \$4,000 are available for CFCE members and their families through [Union Plus](#). Awards are based on academic ability, social awareness, financial need and appreciation of labor. A committee of impartial post-secondary educators reviews the applications. The application deadline is January 31, 2017 and the scholarships are awarded by May 31, 2017. In 2016, 104 scholarships were awarded. [Apply Here](#).



Soar Higher with a Union Plus Scholarship

Helping AFT+ Members and Their Children Attend College

\$150,000 in awards ranging from \$500 to \$4,000 are available annually to students attending college, trade or graduate schools.

The 2017 Union Plus Scholarship application is now available.

Deadline: January 31, 2017, 12 pm ET

Learn more at UnionPlus.org/AFTScholarship

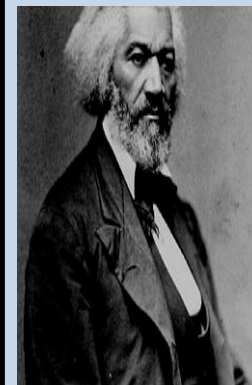
Congratulations!

Two more classified professionals are enjoying retirement:

- Teresa Duarte (GWC) IT Service Technician
- Clara Fitzgerald (OCC) Typist Clerk, Sr.

Get Inspired

Make Your Resolutions Stick: A CSU Professor explains why we do not keep our new years resolutions and provides a few simple steps that we can take to form habits that will help us to keep our resolutions.



"It is a great mistake for any class of laborers to isolate itself and thus weaken the bond of brotherhood between those on whom the burdens and hardships of labor fall."

- [Frederick Douglas](#)