

Table Talk

MOU:
IT Reorganization

MOU:
Furlough Days

MOU:
One-Stop Center



IT Reorganization Update

On July 18 the District gave the CFCE an MOU Regarding the IT reorganization that included COLA for one year for all y-rated IT employees (negotiable each year) and step increases for y-rated employees who are not on step 5 as of 07/01/13. The CFCE negotiations team will not counter until we receive the information requested below and our attorney has an opportunity to analyze it:

- A copy of the District Reorganization plan for the IT department;
- An explanation of how the District determined that this is reorganization, not a reclassification;
- The Compensation/Job Comparison study and an explanation how the District determined the job classifications, descriptions, and compensation;
- Any HR-related documents used for mapping the IT employees from one job classification to another; and,
- Minutes from the Reclassification Committee where the IT job descriptions were discussed.

Coast Federation of Classified Employees

Negotiation Team:

Ann Nicholson	President
Connie Marten	Chief Negotiator
Sheryl Area	OCC, VP
Frank Oppedisano	CFT Field Rep
Katherine Reedy	Executive Director

Articles Opened CFCE

Article 7 – Employee Status
Article 10 – Performance Appraisal
Article 12 - Reclassification
Article 17 – Leaves of Absence
Article 19 – Salaries
Article 26 – Non Discrimination, Equal Employment Opportunity, Harassment, and ADA

Articles Opened District

Article 7 – Employee Status
Article 10 – Performance Appraisal
Article 17 – Leaves of Absence
Article 18 – Professional Development
Article 19 – Salaries
Article 20 – Employee and Dependent Benefits
Article 21 – Retirement



FURLOUGHS



It's been a busy and profitable year for the District!



District Facts:

Ending Balance: \$25 million

Benefits Increase: 0

Benefits Savings: \$90,000

Prop 30 passed

Measure M passed (\$698m)

Increased class offerings

Several managers are being hired

Millions being spent on new computers



HOW MUCH FURLOUGH MONEY HAS BEEN RETURNED? ZERO



AND...THE DISTRICT WANTS MORE...



ATTEMPTING TO DOWNGRADE 29 CLASSIFIED IT POSITIONS

One-Stop Centers Update

Last week CFCE's negotiating team met with the District to continue negotiations regarding the closure of Coastline's One-Stop Centers. The CFCE's initial proposal, which was rejected by the District, included retirement benefits for employees who were 55 and had 9 or more years of service with the District and ensured previous VSP provisions apply to employees who were eligible to retire or resign. The union presented a counter proposal, which included:

- A one-time retraining stipend of \$5,000 paid by the District to employees that retire or resign by September 30, 2013 thereby removing them from the 39 month list.

Other provisions of the MOU would include:

- Two training opportunities for One-Stop Center employees on the 39 month list that includes instruction on the District's online job application process and interview tips;
- An unpaid "New Skills Development" program which provides an opportunity for 39 month employees to learn new skills and job responsibilities (based on current Job Training guidelines); and
- Receipt of open classified positions to enable employees to apply and be considered prior to any other applicants. If it is determined that any of these employees meet qualifications for the position to which they applied, positions will be offered to the applicant in order of seniority.

CFCE will continue to negotiate with the District until a compromise is reached that is fair to all parties affected by the closures.