

Table Talk

Volume Seventeen
09-16-13



You should have received reimbursement for furlough days taken on your last paycheck.

IT Reorganization

As you know, CFCE has filed both a grievance and an Unfair Labor Practice charge against the District, and continues to negotiate with the District on the effects of the reorganization. Negotiations are much like a drawn out game of volleyball. One side serves the ball, the other side responds, and the volley continues back and forth. Negotiations follow this same process, but the return hits come much slower. CFCE is preparing to present the District with its “return hit,” or third counterproposal, at the next negotiations session on September 19.

The union is continuing to fight to keep IT employees whole and ensure they have the training and support needed to be successful. Items that continue to be topics of negotiation between CFCE and the District include y-rating, step increases, job specs, training, committees, seniority, and COLA.

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
Article 22 – Disciplinary Procedures

CFCE President Ann Nicholson spoke to the Coast Federation of Educators last week about the reorganization and heard from faculty about the impacts they have felt as a result of the reorganization. The faculty present at the meeting shared the sentiment felt by many; the reorganization was conducted hastily and without any employee input, resulting in a great deal of confusion for staff and a lack of trust between employees and the administration. Faculty have been negatively affected by the reorganization, citing slower response times to problems and less on-site support than had been available prior to the reorganization.

The District agreed to have monthly IT meetings with Dr. Andreea Serban and the IT staff monthly. There is a meeting scheduled for September 17, at 8:30 a.m. at Golden West College. The following month's meeting will take place October 15 at 8:30 a.m. at the District Office.

2013 Board of Trustee Meeting Schedule:

Wednesday, September 18
Wednesday, October 2
Wednesday, October 16 (Study Session)
Wednesday, November 6
Wednesday, November 20
Wednesday, December 11

Below is the MOU, "Standby Time – 2013-2014 Pilot," negotiated by the District and the Classified Federation of Classified Employees (CFCE), and approved by the Board of Trustees on September 4, 2013.

Please note this is a one-year pilot program to address the issue of classified assignments that require staff to work on an on-call basis. We welcome your feedback, so adjustments can be made during the trial period.

MEMORANDUM OF UNDERSTANDING
Between
Coast Community College District and
Coast Federation of Classified Employees

Standby Time - 2013-2014 Pilot

1. **Standby Time:** Standby Time is a manager approved assignment outside of an employee's normal work schedule in which an employee is required to be immediately available to be reached, and to respond as needed.

While on Standby Time, the employee shall remain available by telephone or other authorized means of communication and shall respond as needed or remain in proximity to the work site, when physical presence is required by the immediate supervisor.

2. **Assignment of Standby Time:** Based on seniority, assignments shall be distributed and rotated as equally as is practical among the qualified employees in each department. The District shall determine the qualification required for any given Standby Time assignment.

Standby Time shall be assigned for a minimum of four hours.

An employee on Standby Time shall refrain from activities that may impair the employee's ability to perform the assigned duties for which the employee is on call.

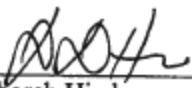
3. **Notification:** A supervisor may assign an employee Standby Time outside of an employee's normal work schedule with a 48 hour advance notice prior to the shift.

In cases where an employee needs to physically report to a site arrangements will be made with the immediate supervisor.

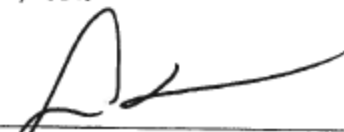
4. **Compensation:** All Standby Time shall be compensated at a rate of one hour per every four hour shift, except when reporting to duty which shall be compensated at the standard overtime rate of pay per hour.

The provisions of Standby Time shall not be considered time worked for the purpose of qualifying for overtime.

5. **Duration of this MOU:** This is a pilot for the 2013-2014 academic year and, unless mutually agreed to otherwise, will end on June 30, 2014.



Deborah Hirsh
Vice Chancellor of Human Resources



Connie Marten, Chief Negotiator
Coast Federation of Classified Employees

Reminders:

COLA

CFCE continues to negotiate with the District to obtain the Cost of Living Adjustment (COLA) for classified employees for 2013. The District and CFCE are not in agreement at this time, however, we maintain that classified employees are entitled to COLA under provisions within the contract, and we will keep you updated as negotiations proceed.

Benefits

There will be no changes to benefits for 2013, but CFCE will enter into negotiations with the District in the upcoming months to discuss cost saving measures to the employee benefits while maintaining the plan's integrity.

We will keep you up-to-date as negotiations continue and thank you for your patience during this process.