

Classified News

CCE/AFT NEGOTIATIONS UPDATE #1

January, 2010

Welcome back from winter break! You may have heard that we are moving together into a new era. The CCE/AFT is currently in negotiations for a new, full contract.

So why a new contract? State labor law requires that a negotiated agreement have an expiration date when the parties can open new proposals. Our negotiated Agreement has no expiration date. It has served us well, and will serve as the basis for the contract negotiations. Many thanks to all of those classified personnel who have spent many hours researching and improving our Agreement.

And there are other differences in the new contract as well. Last spring the District presented to the Board of Trustees (sunshined) their proposal for changes to our current agreement including new articles that are commonly found in negotiated classified contracts, such as Union Rights, District Rights, Recognition, etc., which were not included as separate articles in our Agreement. In the District's comprehensive proposal, they also suggested changes to the Agreement. All of these suggested changes are negotiable and serve as the District's initial proposals for negotiations. At the January Governing Board Meeting, CCE/AFT sunshined the articles we will be presenting that have suggested changes to the current Agreement. We are also responsible to present counter proposals to the District proposals until the parties reach agreement. If agreement on a proposed provision cannot be reached, the current 2008 language will be the default.*

To date we have had three bargaining sessions. At the first session, held in November, 2009, we agreed on ground rules for negotiations which included procedures of mutual respect and effectiveness, and discussed the articles that CCE/AFT will be presenting counters on.

CCE/AFT has already presented counter proposals on Articles 1, Recognition; 2, Discrimination; 15 Holidays; 22 Personnel Files; and 16, Vacation. We are also discussing the procedure for the classification appeals process.

The next bargaining session will be February 11, 2010, and the CCE/AFT will be presenting proposals on Health and Safety, and Personnel Files. The tone at the table has been professional. To this date, two tentative agreements have been reached: Article 1, Recognition; and Article 2 Non Discrimination and Harassment free Workplace.

The members of the team have been working extra hours to get proposals ready, doing research in other classified contracts to enhance our proposal language to the District team. Your CCE team consists of Debbi Claypool, Chris Wick, Becky McCluskey, Neill Kovrig and Mike Dimmick with alternate Sheila Atkins. The CCE/AFT has asked our CFT Field Representative, Mary Millet, to be at the table every session to present the proposals and to be lead negotiator. The CCE/AFT has also hired the services of CFT Attorney, Jeff Boxer, to advise us on several of the articles and to help with the classification study.

The District team consists of John Tortarolo, lead negotiator, Mark Vernoy, and David Larsen, Counsel for the District. Karen Robinson takes the District minutes.

We'll be publishing negotiations updates on a regular basis to keep you in the loop. Moreover, in the next few weeks, we'll be sending out a communication regarding the current classification study and asking for your input. Please respond, as we need to have your information to compare with the information we receive from Segal.

Clearly, the final product of these negotiations will be changed from their current form in the negotiated Agreement, and of course, our determination is that the new contract be an improvement. This would be an excellent time to join the CCE/AFT, because when agreement on all the articles has been reached, CCE/AFT members will have the opportunity to vote to ratify the agreement or not to ratify.

If you have questions, or if you would like to become a member of CCE/AFT, please contact any member of the negotiations team: Neill, Debbi, Chris, Becky, or Mike @ palomarcceaft.org.

*If the parties were unable to reach agreement and were to go to impasse which includes mediation and fact finding, and no agreement were reached between the District, Union, and fact finding panel, State Law provides that the District could impose their final offers (the last one they presented on each article in question), and the CCE/AFT could strike. This very rarely occurs, but it is the one exception to having the negotiated Handbook be the default if the parties can't agree.