



Negotiations Update
September 27, 2012

Dear Classified Union Members,

Since our last update we have had three negotiation meetings and thanks to the recently adopted fair share, we have had an attorney sitting with us at the table for two of the three meetings. As we have conveyed in the member's meeting, we have tentatively agreed to 22 articles. We have 6 articles left and we have recently made progress "Article 19 Grievances", and "Article 6 Union Rights".

At the September 12th negotiation meeting, we also had our economic advisor, Teresa L., help prepare us for a question and answer session regarding the District's proposal on Salary, Benefits and Retirement. Although all answers were not available at the table (some have to be researched by the District), the District's intent remained clear; based on the latest proposal from the District, the 10% salary reduction would be in effect whether Prop 30 PASSES or FAILS. Right now the District has proposed a trigger that a 10% reduction would go into effect if the projected funding for the current year falls below **\$88,893,552**. At the last board meeting Vice President Perez made a presentation to the board that the projected revenues for the current year are **\$88,886,902**. As such, if we accepted the District's proposal and the membership ratified the contract, the 10% salary reduction would be immediately in effect, as the trigger has already been pulled.

Please keep in mind that **this is solely the district's proposal and does not represent the stance of the CCE**. We will stand firmly in our feeling that reductions in compensation should be the **last resort** and only considered when the district is truly in a financial state that would threaten our solvency. With an \$18.5 million ending fund balance and the projected balance in the black at the end of the year if the Proposition passes or fails, we have a long way to go until we are in serious financial trouble.

Other questions that will help determine the CCE's counter to salary, benefits and retirement were regarding staffing changes, savings from vacant positions:

- What plans does the District have for Summer School 2013?
- Does the District have a worst case scenario if Prop30 does not pass?
- What is the District's plan to meet the need if Prop 30 does not pass?
- In what way is the District addressing the spending for hourly and student workers?
- What staffing level changes, if any, are expected in 2013-14 and 2014-2015?
- Can you define a modified hiring freeze?
- What would an early retirement package look like?
- We noticed a lot of new positions coming up; what are the costs of the new positions and what are the expectations for the future?
- What are the estimated savings of the vacancies in salary and benefits for the upcoming years?

Once we have answers to these questions from the District we will be sending out a survey to all classified union members to determine what your priorities are for negotiations. Remember only dues paying members will be voting on the tentative agreements. If you did not complete a membership form and submit it to the CCE/AFT you would not be eligible to vote on your contract.

At the September 26th negotiations meeting we TA'd Article 4 Agreement Conditions. Our next scheduled meeting with the District is November 8, 2012.

We have also received many questions regarding Prop 30 and Prop 32. The Official CCE/AFT stance is a Yes on PROP 30 and a No on Prop 32. If prop 30 does not pass, we will need to go back to the table to address the multi-million dollar reduction in revenue. It was reported that Palomar College's loss would be approximately a \$6 million cut. The CCE/AFT will not support Proposition 32 for the following reasons: Proposition 32 bans corporations as well as unions from using paycheck deductions for political purposes. Corporations political donations come straight from their treasury or from executives, which would still be allowed. Without paycheck deductions, unions would have a much more difficult time in participating in elections, but billionaires, wealthy businesses, and super PACs could spend freely. The conservative article in Contra Costa Times editorial, that the PFF linked to their blog, said it best, "We believe that California's fiscal future requires that it lessen the political influence on both the public-employee union and the wealthy. This proposition doesn't do that". This proposition is the first step in limiting our ability to participate in the

political process and leaves us defenseless when any anti-collective bargaining legislation is put forward Please feel free to pick up some flyers to pass out to your family and friends.

With so many critical issues facing our colleges, state and nation, it is essential that all Californians eligible to vote register by October 22 and participate in the November 6 election. California residents who are U.S. citizens with a driver's license and a social security number can securely register to vote online at www.registertovote.ca.gov.

Although we are facing the hardest articles to negotiate in an election year, the silver lining continues to be that;

- we have the largest membership in history,
- we have an attorney at the negotiating table
- we, the CCE/AFT and the PFF, are working together for a solid contract on common negotiable items, such as Compensation and Benefits, which are impacted by the budget and affect all Palomar College employees..

We will continue to negotiate in a good faith, fight for an equitable and just contract for everyone in our unit. Please note and save the date for a general classified meeting will be held on October 10, 2012 from 4pm to 6pm. Please look for the agenda and calendar notice. We look forward to your participation as we work towards completion of the new multi-year comprehensive contract. Thank you for your feedback and we look forward to hearing from you about your priorities through the upcoming meetings and survey.

In Unity, CCE/AFT Negotiations Team

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Clarification on Negotiations Update dated September 27, 2012
Negotiations Update

October 4, 2012

On the last negotiations update we provided you an update on the District's proposal 2, dated April 25th for compensation, which was discussed at the September 12th negotiations meeting. In the update we reported that according to the proposal, the District's projected funding was below the "trigger" level for a reduction in compensation. When the District presented the proposal, we talked about what would happen if Proposition 30 **did not pass** and how that would look. The District gave us a figure that for the entire year the reduction would equate to about 5% of our salary per person. However, the reduction was only going to take place effective January 2013 so they had to double the 5% figure to get a 10% reduction in salary for the six month period. According to the proposal, this reduction would be on the salary schedule and ongoing.

What we need to clarify is how we reported the amount of the reduction if Proposition 30 passes: We do not have an exact percentage for the reduction if the proposition passes but, according to the District's proposal there would still be some reduction in salary even if it passes.

Therefore, if the proposition passes there would be a reduction based on an unknown percentage to the salary schedule. If proposition does not pass, the salary reduction would be about 10% as reported by the District.

Although the information we provided in the September 27 Negotiations update was accurate, we felt that this clarification was needed to reflect the District's proposal if the proposition passes.

As always, we will remain diligent to provide accurate information in our service to our fellow classified staff.

Hope to see you at the October 10th meeting.

In Unity, CCE/AFT Negotiations Team

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