



Negotiations Update November 9, 2012

Dear Classified Union Members,

On November 8, 2012 the Negotiations Team met with the District. We are very excited to be working on some of the last articles for this contract. With the passing of Proposition 30 and new Governing Board Members (official results to be announced in December) we feel confident that negotiations will be moving in the right direction.

The agenda for the day listed: Article 12: Compensation, Article 6: Union Rights, Article 19: Grievances, Article 7: District Rights, and Article 13 Health and Welfare Benefits. Please read below for a summary of the discussion.

Article 12: Compensation: According to VP Tortarolo, the District's Lead Negotiator, the previous proposal given to the CCE Negotiations team assumed that Proposition 30 would not pass, therefore, like President Deegan instructed, they will be refreshing their proposal to include the new fiscal climate.

Article 6: Union Rights: The CCE asked a series of clarifying questions in regards to the District's counter proposal for Union Rights specifically about "Contracting Out". The district expressed interest in contracting out some positions that would normally be filled with classified employees in our bargaining unit. The District used this proposal as a cost savings measure but the CCE would like to look at all cost savings, funding streams and additional funding first. The CCE asked more questions regarding the District's potential outsourcing plan. The CCE negotiations team is working on a counter proposal for Article 6.

Article 19: Grievances: The District and the CCE negotiations team have been unable to come to an agreement on the last step of the Grievance Process. The District has taken the position that our contract does not need "Binding Arbitration" as the last step of the Grievance procedure. In this meeting the District's lead negotiator stated that the current Governing Board is not interested in and has not supported Binding Arbitration. The CCE negotiations team see's the value in having the finality of binding arbitration and also asks for equity, as the District has agreed to Binding Arbitration for the Faculty Contract.

Article 13: Health and Welfare Benefits: The CCE presented the District with a counter proposal to the Health and Welfare Benefits which included no changes to the current status. Due to the passing of Proposition 30 and the

District's surplus of funds, the CCE negotiations team believes that the District can and should maintain Health and Welfare Benefits at status quo.

Article 7: District Rights: The CCE agrees with the District in that they should maintain all their rights as provided by law and presented the District with a counter proposal to express that position.

We will continue to negotiate in a good faith fight for an equitable and just contract for everyone in our unit. 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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