



## Negotiations Update March 12, 2013

The March 6, 2013 negotiations session with the District was cancelled. Our next meeting was scheduled for March 21, 2013, but may need to be changed to accommodate everyone's schedule.

Our last negotiations session with the District was January 30, 2013. The District did not provide any counters to our proposals at that meeting. Their lead negotiator wanted to bring the following Articles to our Governing Board for direction:

- **Union Rights Article:** *The CCE negotiating team has been asking for status quo, the rights under the law to serve the members. The District's lead negotiator stated he will take this Article to the Governing Board for direction. The CCE is waiting for the District's counter-proposal.*
- **District Rights Article:** *The CCE negotiating team has asked for status quo; and proposed that the contract provide the rights afforded to the district under the Educational Code or Law, as well as language in case of emergencies. The District's lead negotiator stated that he will take this Article to the Governing Board for direction. The CCE is waiting for the District's counter-proposal.*

The CCE negotiations team also asked that the District's lead negotiator take the following back to the Governing Board for direction as well:

- **Grievance Article:** *The CCE negotiations team is seeking equity in our dealings with the District. The District's lead negotiator stated he will take this Article to the Governing Board for direction on where to go since binding arbitration is the only thing holding this article up. The CCE is waiting for the District's counter-proposal.*
- **Classification Study MOU:** *The CCE negotiating team has asked that this matter be brought back to the Governing Board as there has been no movement.*

### **JUSTICE TEAM 6 (Joint Union Staff Teachers Investigating Common Equity)**

The meeting with the CFT's Budget Analyst and JUSTICE Team 6 is still in the works. We look forward to working with her again.

The PFF and CCE continue to work together, for common equity, on several items, including our Compensation and Benefit packages that are offered to our full-time employees.

## **Health and Welfare Benefits**

CCE negotiations team has proposed for benefits to remain status quo, with no changes to our Benefits package. The District's proposal still requested r some takeaways. The PFF is still negotiating this topic as well.

## **Compensation**

CCE negotiations team has proposed status quo, with no changes to the Compensation:

- reinstatement of COLA **if** the state's budget provides one;
- a formula for distribution if the apportionment is greater than expected
- maintain automatic step increases.

The PFF is still negotiating this topic as well.

## **Retirement Benefits**

The CCE negotiations team has presented the identical proposal as the PFF negotiations team; using the same language of the faculty Retirement Benefits. The PFF and District have TA'd this article with the same language that was proposed by the CCE to the District.

## **Other News:**

### **Working out-of-class request for information**

The CCE has received partial information from the District regarding working out-of-class practice and procedures. A follow-up will be sent to the District to in order for the CCE to obtain all the requested information. Once all of the information is received the team will analyze the data; specifically looking into disparity of compensation (calculating salary adjustments) and length of out-of-class placements. This is currently being discussed at the negotiations table and the additional information is needed before submitting our counterproposal.

### **Unfair Practice Charge – Public Employee Relations Board(PERB)**

The Executive Council will be sending Debbi Claypool, Chris Wick, Aaron Holmes and Tricia Frady to the informal conference that PERB has scheduled for both parties to appear on **Friday, April 5, 2013.**

### **Summer 2013 – 4/10 schedule**

The District has proposed an MOU for a Summer 4/10 work week to the CCE. We will be sending out a survey – please take a few minutes to complete and let us know your thoughts. We have received mixed messages – some really look forward to having 3 day weekends during the summer and others find it only presents a struggle. We have asked the District to let us know the cost savings they have had over the past 4/10 Summers.

### **Elections – CCE/AFT Leadership Positions**

We have a full Elections committee: *Ann Delgado, Lourdes Runk, Aaron Hudson, Melonie Toth, Dolores Silva, and Devoney Olson* have agreed to serve.

A members meeting notice should be sent out shortly for nominations to be taken for the following positions:

- President (2-year term)
- Sr. Vice President(2-year term)
- Sr. Grievance Officer(2-year term)
- Secretary (2-year term)
- Stewards (Not fewer than 3)

A general members meeting will be set up to announce your new leaders.

In Unity, CCE/AFT Negotiations Team,

Aaron Holmes

Anel Gonzales

Chris Wick

Debbi Claypool

Kathy Davis

Frank Oppedisano, CFT Field Representative / Lead Negotiator