



Negotiations Update  
April 23, 2013

“Steps in the right direction” are what we accomplished in our April 17, 2013 Negotiations Meeting. This negotiation meeting was productive. The District Negotiations team gave us proposals to several items which included responses that addressed the needs we have conveyed in our proposals.

We are pleased to announce that in a great feat of collaboration, we TA'd (tentatively agreed) **Article 24 -Retirement Benefits** and the **Appendix D -Domestic Partnership Policy**. The District also provided revised proposals on Article 12 Compensation and Article 13 Health and Welfare Benefits.

Please read below for more detailed information on the remaining articles:

**Article 12 Compensation**

Vice President Perez attended the negotiations session to discuss the District's budget. He handed out the attached 3 year Obligations/Assumptions and went over some new assumptions that negatively impact our District's budget and could potentially have an impact on some of our classified employees. Based on the new information the District presented, the CCE has submitted another information request so we can understand how this will impact our unit. Despite the grim news in Vice President Perez's budget update on these projected/estimated figures the District Negotiations team gave us a proposal which addressed some of our concerns about take-aways. This included providing the annual step & column increase automatically in addition to COLA; provided the State were to pay out COLA again. These are some of the status quo items we have been asking for and we are pleased to see progress. Prior to countering the District's proposal we have some work to do:

- A) We have submitted a new information request based on Vice President Perez's report on the new assumptions. In addition, we are currently analyzing the previous information request regarding out of class assignments – length & disparity of pay.
- B) Meet with JUSTICE Team 6.
- C) Meet with the CFT's Budget Analyst to see if we can once again find additional funds; as the Staff has already been a huge contributor to the District's savings due to all of our vacancies.

We are hopeful that we will be able to come to an agreement on this article soon.

**Article 13 – Health and Welfare Benefits**

The District Negotiations team presented a revised proposal. Their revised proposal seems to have included much of our input from our last proposal. The CCE has remained committed to working with the District to keep our benefit package status

quo. This indicates another step in the right direction; we will work with JUSTICE Team 6 and are hopeful to complete this article and reach agreement at our next meeting.

### **Article 7 - District Rights**

The CCE/AFT negotiations team, in the spirit of collaboration and attempting to meet the District's needs, clarified language that is intended to maintain our rights and duty to represent our unit members. We are unwilling to give up any of our members rights, but are willing to have an article in our contract in which the District can spell out their rights as provided by law. We worked closely with our Attorney to ensure that the CCE's intent was clear and that we will not agree to waive any of our rights to bargain. With the work that our team has done to address the District's desire to have a District Rights Article in the new agreement, we are hopeful that this too will soon be a TA'd article.

### **Article 6 Union Rights**

No, counter-proposal was provided. The CCE negotiating team continues to ask for status quo, the rights under the law to serve the members. The District's lead negotiator provided no insight as to what direction was given by the Governing Board. The CCE is waiting for the District's counter-proposal.

### **Article 19 Grievances**

No counter-proposal was provided. The CCE negotiations team is still seeking equity in our dealings with the District. The District's lead negotiator provided no insight as to what direction was provided by the Governing Board. Binding arbitration, which is afforded to other employee groups and contracts with outside groups, is the only thing holding up this article ~~up~~.

### **Classification Study Memorandum of Understanding (MOU)**

The District's lead negotiator provided no insight as to what direction was provided by the Governing Board. The CCE is waiting for the District-s to provide a counter to our previous proposal.

Our next negotiation meeting is scheduled for May 1, 2013. We will contact you soon regarding a membership meeting to continue to present the TA'd articles. As always, we stress again the importance of your participation and remind those of you who have not yet completed the union membership form to do so! Remember only union members have the power to cast their ballots to ratify this contract.

### **OTHER NEWS:**

**Elections** – **New Executive Board/Stewards** Effective July 1, 2013

#### ***Congratulations!***

We will be holding a General Staff meeting to swear in your new officers. Your new leadership and stewards are:

#### **Executive Council**

Aaron Holmes, President  
Chris Wick, Senior Vice President  
Vacant, Assistant Vice President

#### **Stewards:**

Robert Sedillo  
Michelle Tucker  
Kelly Dryden

Dan Dryden, Senior Grievance Officer  
Anel Gonzalez, Assistant Grievance Officer  
Tricia Frady, Treasurer  
Debbi Claypool, Secretary

Sheila Atkins

**CCE/AFT Summer School**, this opportunity is still available! It's from June 24 – June 28 in Pacific Grove (Near Monterrey). The CFT Union Summer School is for both **emerging and veteran** leaders. The program will focus on the skills to establish excellent representation, organize successful campaigns, involve members in union activities, expand union membership, collective bargaining programs, increase political power and grow leadership. It is an excellent opportunity to make connections to other members and leaders. There is also a special track for local union treasurers. We will be sending our new Grievance Officer and two of our stewards.

**Summer 4/10 Schedule** – The District had proposed a Summer 2013 4/10 work schedule. After analyzing the results of the survey; the District and the CCE signed the MOU ~~was signed~~ on April 17, 2013. It is scheduled for Board approval at the April 23<sup>rd</sup> special Board meeting. Once it receives Board approval, copies should be sent out to the campus.

**Accreditation Writing Teams** – Thank you to those who have committed to working on the Accreditation Self-study writing team. There is still time to serve – please let me know if you are interested in helping our college and getting involved by representing our unit on one of the writing teams!