

YOUR UNION – YOUR VOICE

Negotiations Update: July 1, 2013

We have had three negotiation sessions since our last communication reporting on the May 1st meeting. Negotiations on May 16th and June 6th proved to have fruitful discussions and great momentum as the CCE & District came to tentative agreements (TA's) on two more articles. In the June 6th meeting, we invited our CFT Budget Analyst and negotiator for the PFF, who reiterated to the District the PFF's support of the Classified bargaining unit for equity in compensation and Segal Study issues.

At the July 1st session the CCE bargaining team was prepared to continue the momentum of reaching tentative agreements on the remaining four articles: Article 12 "Compensation", Article 6 "Union Rights", Article 19 "Grievances" and Article 3 "Definitions". We have also been working to reach a resolution to the Segal Study MOU issues.

Unfortunately, we can't announce any of the remaining articles were TA'd. Although there was great momentum for completing this multi-year agreement, the District came to the table July 1, 2013 and read a prepared statement saying that they had no interest in making further negotiations sessions.

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

Article 12 "Compensation"

The CCE/AFT negotiation team, working with our Faculty Brother & Sister Union, the CFT Budget Analyst and through JUSTICE Team 6, provided a proposal to the District at our May 16th meeting. The CCE provided the District with a chart that shows how the CPI has risen 12.5%. The CCE realizes that the District does not have the funding to offer a 12.5% salary increase so the CCE's proposal was based on using a share of restoration, growth and COLA funds. The time of crying wolf "the District is broke, the District is broke" is no longer reasonable. Year after year we are provided a three year projection – "this year we'll make it, next year will barely meet the board reserve, and the third year we are in the negative" and yet come year end there is a very healthy ending fund balance.

At the June 6th meeting, the District made no significant changes to their prior proposal stating that the District is still in the position of not knowing what the State has in store for future years. At that meeting the District reiterated, without any changes, their prior proposal: COLA for one year only, no share of growth or restoration funds, and no changes to how Out of Classes are used.

The CCE expects, and deserves, to be restored at a proportionate level as the State funding continues to improve. When the budget was less than desirable, the District expected the Classified to provide the same level of service with less and less, and we did. Now it is time that the district responds to that level of dedication and commitment to our students, and provides what it can (a share of funding increases and pass through of Cost of Living) to its staff and faculty. In addition, the CCE is looking at Out of Classes and how to address the term served, how to document experience built, effects of bumping, and security in compensation.

Article 6 "Union Rights"

The CCE/AFT provided the District a counter asking for status quo and the rights under the law to serve our members. There are a few areas that we are diligently working on to reach agreement:

- Meetings: The decades of the Union's ability to meet with you all, the District sees as excessive (usually held mid-day). Apparently, the District feels that because we didn't ALWAYS have monthly meetings they should no longer provide that for you. The CCE is trying to meet the District half way and accept their proposal of quarterly meetings IF during negotiations we have the ability to have up to one meeting a month during the mid-day time slot.
- Shared Governance: The District proposed that a shared governance committee/council should be able to remove a group from participating. We feel it important that the CCE maintain our right to have representatives as part of the Shared Governance Committees and Councils in the new multi-year contract.

At the June 6th meeting, the District did not provide a proposal but after great discussions they stated that we were getting very close on most of the article. At the July 1st meeting, the District stated that they have no new proposal and verbally reiterated their last Proposal.

Article 19 "Grievances"

Binding Arbitration as the last step of the Grievance process is really the only issue holding up a TA on this article. The CCE/AFT has consistently been asking for **equity across the board in all articles**.

Binding arbitration is very important in order to have finality in any subject that may arise. The District has agreed to Binding Arbitration with the Faculty Contract, yet they

have taken the stance that Binding Arbitration with the Classified is not in their best interest. Although the District's lead negotiator was going to bring this to the Governing Board for direction, to date the CCE has not been given a rational response to why the District is insisting on not providing equity to the Classified Unit in Grievance resolution.

Article 3 "Definitions"

The CCE believed that the District agreed this would be the last article TA'd to ensure that the definitions accurately reflected how the language was used in conjunction with the articles TA'd. However, at the July 1st meeting and for the first time since negotiations started (September 29, 2009), the District stated that they had sent their proposal via email for the CCE to counter. The Definitions article should be ready to TA as soon as we come to resolution on the other three articles.

Other Items Negotiated:

Memorandum of Understanding - Classification Study – Segal Company

The May 16th and June 6th meetings between the District and the CCE had major discussions regarding the concerns of the Segal Classification study. Neither the District nor the CCE presented formal proposals, but each provided "talking points" to get the ball rolling again. The District acknowledged that the Study had some issues but they feel even with those issues, it should be implemented. The CCE continues to fight for valid and accurate job descriptions that reflect the work the District expects the employees to perform. The CCE also supports the need of the departments to have accurate job descriptions available for when the time comes to fill vacancies, or to go out for replacements as employees retire/resign. The District and CCE/AFT negotiations teams had very candid and what appeared to be fruitful discussion at both the meetings.

At the July 1st meeting, and as per the District's request for a proposal, CCE presented the District with a proposal from the talking points presented at the previous meetings. We worked diligently to come up with resolutions for many of the District's concerns as presented by the District's lead negotiator. There were several significant changes to the CCE's proposal that we feel meets the needs of our employees and would satisfy the need of the District to get something from the Classification Study.

The CCE will stay committed to fight for accurate & valid job descriptions for the benefit of the District, the departments, their employees, the students, and the community we serve.

The next negotiation meeting:

The District is no longer willing to schedule future meetings.

We remain hopeful and dedicated to working with the District to reach an acceptable resolution and TA'ing the four (4) remaining articles. We also hope that we can come to a resolution on the Segal Classification Study MOU.

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