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Dear CCE/AFT Classified Unit;

GOOD NEWS! Your CCE/AFT Negotiations Team has reached a tentative agreement with the District on the remaining articles of the first Multi-Year Contract as well as the Classification Study MOU!

A brief breakdown of the negotiated articles and MOU are as follows:

Compensation:

- The CCE has fought to maintain equity among all employee groups, and agreement has been reached with new language for a “Me too” clause that will allow the CCE/AFT bargaining unit to receive an equal proportionate share of any new monies that the Faculty receive. For example, if the Faculty get COLA we do as well. If the Faculty get a 3% salary increase from growth, we will as well. Any new monies that come to the Faculty bargaining unit will also come to the Classified Staff at an equal proportion.

Grievances:

- The District has agreed to binding arbitration to maintain equity with our Faculty.

Union Rights:

- We have agreed to have one general member meeting per quarter for which the Classified Staff have release time to attend.
- We have language that would potentially allow us to have more when necessary, i.e. Negotiations and or Ratification.

Definitions:

- We negotiated definitions for several articles.

Classification Study MOU:

- **The Segal Study will NOT be used.**
- A new study that is co-chaired by the CCE and the District will be completed.
- A .72% salary **increase** will go on the salary schedule as of July 1st, 2013. This **increase** will remain on the salary schedule.
- Roughly **\$650,000 will be paid out to all bargaining unit members** who were employed at the District on July 1st, 2013. Each individual will be able to choose if they would like it in a one-time pay out or spread equally over the remaining months of the 2013-2014 fiscal year.

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What's Next:

The Contract and the Classification Study MOU will both need to be voted on by our membership. The Classification Study MOU is a much shorter document and thus will be ready to go to vote before the Contract. We will be presenting the Classification Study MOU to our members at a meeting on Monday August 12th, 2013 from 12:00PM to 12:30PM. This will provide a time to ask questions and receive clarification. Once this meeting has occurred, we will then send the MOU out to our members in good standing for vote.

In regards to the contract, scanned copies of all the TA'd articles will be posted on the CCE/AFT Website. You will also have access to hard copies of the TA'd articles in different areas of the campus. We encourage you to read through all of the articles. We have presented many of them over the last few general meetings and we will continue to present the rest. After all the articles have been presented, we will publish the multi-year contract and our members will be asked to vote on the contract before it's presented to the board for ratification. We will contact you soon with more information about future meetings.

Although this is a great accomplishment for the Negotiations team, we could not have done this alone. Your support, input, encouragement and patience were invaluable at the table. Thank you for wearing your shirts on the 31st, it made a real difference to walk around campus and see the support from our unit. This year has been a time of growth for us! Our membership has increased significantly and with the use of fair share, we have had more resources to negotiate this contract. Our growing internal strength, and relationship with our Faculty Union, has given us the ability to fight for a fair and equitable contract for our union.