



**Membership Meeting Notes from
January 23, 2019
Negotiations Update**

Out of Class Article 12.7

- The law (Ed Code 20480) has changed to restrict out of class to 960 hours (which is approximately 6 months), the new law also does not differentiate between 100% out of class and expanded duties. We have worked with our attorney in some proposals to the district, there is a difference of opinion on the interpretation of the law. For this reason, the negotiations team has asked our attorney to join us at the table next week.
- The ability to bring our attorney to the table is why YOUR membership is so valuable – this is where the bulk of our dues go and will go as we move towards renegotiating the whole contract next year.
- Question from members:
 - Q - What is the district's opinion of the change in law?
 - A- There have been several questions that CCE has gone back and forth on. One is introducing the concept of an "acting/interim" position. The negotiations team has gone back and forth consulting with our attorney, the e-council has asked the Negotiations team to bring in the attorney to the table in an effort to finish these negotiations and make sure we are following the law.

Evaluations Article

- As you know from our last meeting, we discovered that there was a big problem with evaluations being completed in a manner that is indicated in our contract. We surveyed our unit and over half of our unit did not have current evaluations on file. We brought this up to the board, and the board asked for official numbers from the District. The numbers that they produced validated our complaint and the District came up with a schedule that will make everyone current by the end of this year.
- The District has been negotiating with PFF on their evaluations and they will be using a new digital system in Cornerstone. There will be a demonstration of the system next week and both unions will be there.
- The District has expressed their interest in negotiating the Evaluations article with CCE. Among many things, the District is trying to fix many of the problems we have with evaluations, including to comply with our contract (this system will have a tracking system and alerts for management that is not complying). They also have expressed interest in adding a self-assessment component.

- Questions/Comments that CCE will take to HR
 - What is the point of evaluations now since it seems that there is no reward for good evaluations or no usable feedback?
 - Many supervisors don't actually see the work that is being done, how can they evaluate?
 - Custodians have had a lot of turn-over in their area - who will evaluate and how will it be fair and equitable?

Reorganization/Restructuring

- CCE has been informed by Dr. Blake that she has asked all her VPs to take a look at all their areas and start thinking about how the college can function more efficiently. She said that the commitment to keep all jobs is not wavering and in fact, due to recommendations from IEPI the need to hire more classified staff is evident. Dr. Blake told us at our last leadership meeting that she would email everyone regarding this so that everyone hears it from her.
- The District has the right to restructure and CCE intends on negotiating all the effects of any reorganization. Items such as timelines, training, reclassifications, etc. CCE has not received official reorganization plans and Dr. Norman is aware of our intent to bring all reorganization effects to the table. Part of the reorganization negotiation process is to put in information requests of all the moving parts to the District and also to survey the members that will be affected so the negotiations team has all the facts when going to the table. We will also be looking at the processes used to ensure fairness and equity, especially possible reclassifications that may occur during a restructure.
- Some departments or divisions may go through this process sooner than others as of today, we have only received one proposal that affected one classified member directly. Nothing else has been proposed to us and Dr. Norman has said that some programs may roll out before others and some may take years.
- Members questions and comments:
 - The District needs to recognize that there are still areas on campus that are very short staffed.
 - Just because the work is being done doesn't mean they don't need the staffing, that is a big concern for staff members in areas like instruction
 - Members need to document their extra work over 40 hours additional duties extra work etc.

Custodial Update

- Concern was voiced that 6 custodians were approved at the November 2018 board meeting, yet there has been no movement to get them hired. The LRC will be opening next week without adequate staffing.
- Anel gave an update on a meeting with facilities Director Chris Miller, and the intent to bring this up with the board and Frank Oppedisano, our state CFT field representative also agreed that this was an actionable item.

HOLIDAYS Update

- The holiday schedules for 19-20 & 20-21 were ratified at December meeting. 24 holidays & breaks...nice. Great news!

COLA

- We **do not** need to negotiate our COLA this year because it was fought for and negotiated in 2017. To end on high note, Governor Newsom has rolled out his budget plan and the COLA is currently at 3.4% – obviously, the amount is not final until the May revise.
- In previous years if we received our COLA, we had to wait and many times we didn't see it until Dec or January but we got it on time last year because we fought so that the District would comply with our contract and gave it to us on time on our July 2018 paychecks and you can expect to see the next COLA Increase on our July 2019 paychecks! Again, your membership helps the negotiations team stand strong and the E-council to have the power to enforce our contract!

Membership Update

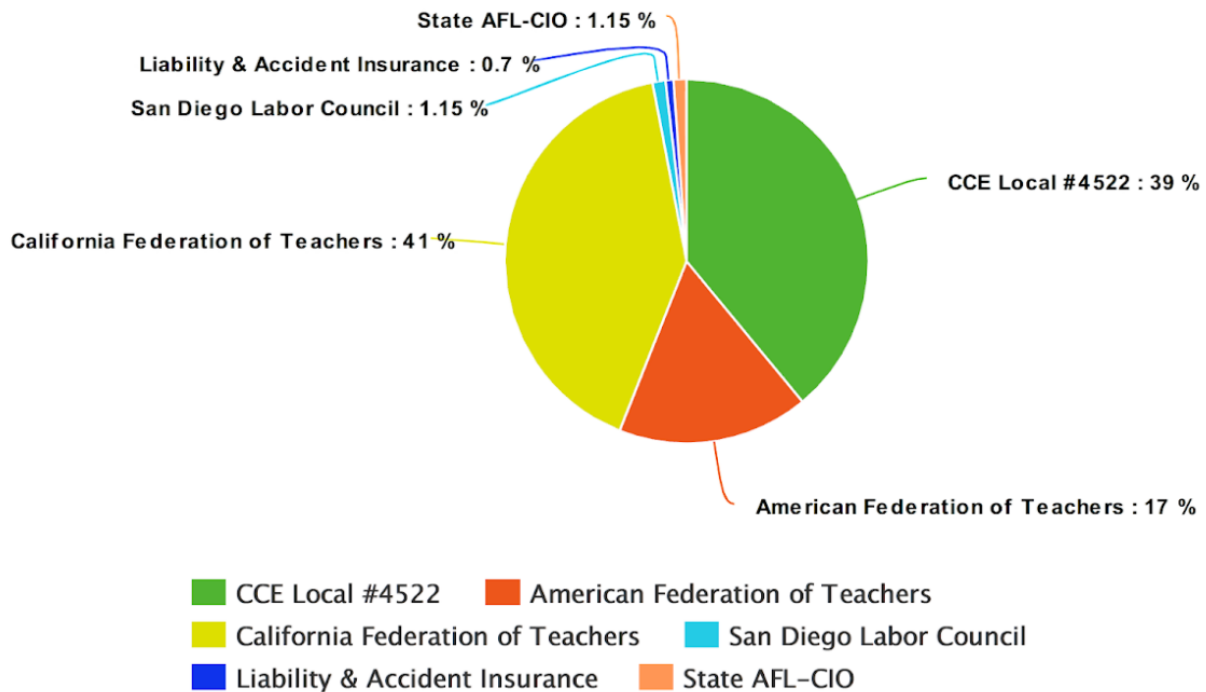
- The classified unit has grown to 391 (grown about 40 new employees) and there are more to hire, not just for our new centers to but also to make departments whole.
- The district is looking at our hourly problem and finally hiring permanent staff This is happening at campus police, facilities, IS and we will be pushing to continue to happen throughout.
- We are at 84% membership and mobilizing to start our new membership campaign, we are asking for everyone to help out - again the stronger we are the best results we get in negotiations. We all have chosen to work in a place that is unionized and because of that we have great benefits and stability- we need everyone to contribute not just with union dues but also by being involved, responsive and keeping the stewards and council members informed!
- Rolling out new information on Duty of Fair Representation (DFR) results of a UTLA PERB case, check out attached the flyer. Contact us if you have questions and please share with your colleagues!

Scholarships

- Our local CCE Scholarship application period for the High School Seniors will be February 4th – March 8th
- Our local CCE Scholarship application period for continuing students (This means your dependants and you) is April 1st – May 10th
- All CCE applications will be online & we will be looking for committee members. Submit a request to serve form if you are interested.
- CFT's Raoul Teilhet Scholarships for continuing students is due July 1, 2019. You can find information on our website.

Other Updates & Upcoming Events

- CCE Audit - no recommendations, yay. The audit will be posted on our CCE website soon for review.
- Question/Comments: What is the breakdown of membership dues? Please see the chart below:



Are your dues coming back to you as dollars? Let's look at the math.

- In the last fiscal year, the average income of a full time classified staff was \$63,408. The average dues paid was \$720 (\$60 x12).
- Thanks to the Negotiations Team from both unions, we received a 3% raise and a 2.71\$ COLA - 5.71 increase. That's a \$3,620 before taxes. So dues turned into more than \$2,900 of profit last year alone.
- This year our unit will also receive our COLA (because it was negotiated in our contract) on top of whatever else is negotiated.

Think of Dues as an investment. Not an expense. **Your Union is on Your side.**

Other Updates & Upcoming Events Continued...

- E-Council Meeting Time change is in the works; set time will be announced but we will continue to meet on the first and third Wednesday of the month. At each meeting, there is time set aside for members that wish to attend.
- Keep an eye out for a survey on dates for Spring 2019 membership celebration and Padres Games. If you want to help with the spring celebration contact Patti Serafin.
- Elections are coming up in **April**. If you are interested in running for an office, steward or being on the elections committee, please contact us for more information.
- CFT Convention is the weekend of March 22nd. Amber Cross sent information earlier in the day. We need several delegates. This is a chance to learn more about your union by being a delegate. You can cast votes representing our local that affect us locally, state and nation-wide. Child care is available, mileage, hotel and meals are covered as well as your normal pay for Friday.
- Please remember and believe, **You are the union, E-council takes direction from you!**