

## SUPPORT CFCE

The Coast Federation of Classified Employees, AFT Local 4794, represents over 700 classified professionals who support students at Coastline Community College, Golden West College, Orange Coast College, and the Coast Community College District Office in Costa Mesa, Fountain Valley, Garden Grove, Huntington Beach, and Westminster. We enroll students, assist them with financial aid, assist veterans, help students transfer to universities, feed students, assist faculty in the classrooms and academic department offices, and maintain the grounds and facilities. Our members work in IT, payroll, human resources, and finance.

The CFCE Negotiations Team has hit a wall in negotiations and we need your support.

- The District and CFCE agreed to negotiate the implementation of the results of a classification/compensation study that will modernize our job titles and job descriptions. It will also bring our employees up to market value and provide a small salary schedule increase of 1.5% above market adjustments. These changes are long overdue.
- In exchange for implementation of the results of the study, the District wanted us to pay for it by agreeing to take backs in employee and retiree health benefits, longevity, and reductions in short and long-term disability coverage.
- The District tried to force us to take cuts and when we fought back, they filed an Unfair Practice Charge against us, claiming we refused to negotiate.
- We have been negotiating for 8 months, we just haven't been giving them the take backs they want.
- Management, faculty and the Board of Trustees have all received increases to their pay. Classified professionals have not received raises in 8 years!
- We need you to come to the March 15th Board of Trustees meeting at 5:00pm in a show of support for our members. The Board needs to know that these tactics and their demands for take backs are unacceptable. If you can speak in support during public comment, contact CFCE Executive Director Nate Banditelli at [nbanditelli.x@ccd.edu](mailto:nbanditelli.x@ccd.edu) or (714) 532-7134. Thank you for your support.

**Come to the Board of Trustees Meeting on March 15, 2017**

**The meeting starts at 5:00 PM**

**In the District Office Board Room**

**1370 Adams Avenue, Costa Mesa, CA 92636**

**Wear Your Union Colors!**

