WELCOME BACK TO SPRING 2014!!!

President’s Update:

We will be holding Classified Senate elections in April for six senators and a Vice President position. College events have confirmed something a boss told me decades ago…trust but verify. It’s simple but not easy. In doing so you ensure your integrity and the person you are trusting. We won’t always agree but trust is important for all of us. If mistakes are made responsibly own it and discuss how it happened in order to prevent future occurrence(s) it builds trust.

I recently attended a Chinese for Affirmative Action meeting, the panel consisted of a diverse group of leaders providing an update on City College. They spoke to the tremendous progress that has been made toward accreditation, potential legislation to help with funding, ongoing litigation and governance. They behaved as civil adults of varied opinions. With differing reasons all expressed we are on the path to sustaining Accreditation.

It’s a simple truth e pluribus Unum - One out of many.

James Rogers
2014

YOUR CLASSIFIED SENATORS

Jo Anne Bilodeau
Served since 2012

Way Chan
Served since 2011

Attila Gabor
Served since 2011

Dana Galloway
Served since 2011

Francisco Gonzalez, V.P.
Served since 2000

Barbara Hernandez
Served since 2011

Michele Jacques
Served since 2011

Jill Kearsey
Served since 2011

Jeffrey Kelly
Served since 2011

Miguel Magos
Served since 2010

Carlita Martinez
Served since 2011

Teresa Melendrez
Served since 2011

Maya Novelli
Served since 2010

Athena Steff
Served since 2011

Rita Tuialu’ulu’u
Served since 2011

Maya Novelli
Served since 2010

Carlita Martinez
Served since 2011

Athena Steff
Served since 2011

Rita Tuialu’ulu’u
Served since 2011
The classified staffing plan has been a topic of much discussion the last several months. Many classified are questioning what this plan means and what our classified work force will look like after it has been put into effect. Will this benefit the everyday classified staff member? Will current staff be reassigned to other areas? Will much awaited relief be on it’s way? The answers...are yet to be seen.

While some are not so sure that this plan will help our current organizational structure, Mickey Branca, the new administrator in charge of the Employee Relations office, seems confident that given time to be put into place properly, the plan will work. The goal of the plan, after speaking with Mr. Branca, is to find the areas where there are classified staffing vacancies or “gaps”, and with the review of each divisional Vice Chancellor, fill those vacancies according to budgetary limitations.

One question that comes to mind instantly is how these positions will be evaluated? There are numerous jobs at CCSF that have evolved and developed over the years. Some of our classifications are outdated and many of our staff are performing tasks that are high above their pay level. Rather than just filling gaps, should we not first analyze, reevaluate, and possibly even reclassify these vacancies first? Another question is whether we are providing dedicated classified staff, who are prepared and willing, the opportunity for professional advancement? Is CCSF promoting growth within the college or are we locking our staff into boxes that are nearly impossible to escape?

While all involved parties are working hard to ensure that this staffing plan reflects a fair and equitable solution to the staffing issues that we are facing as classified, one thing is certain...there are still many questions and concerns from classified staff who are not feeling immediate relief in their day to day work load and whose morale has been bruised after many years of the same struggle day in and day out.

Chancellor Tyler was asked at his last open forum with Classified staff to reevaluate this plan to make sure that it is in the best interest of all classified. We remain hopeful that he is listening.

We will report back with an update in our next issue regarding the status of the Classified Staffing Plan. In detail information can be found online by visiting: http://www.ccsf.edu/NEW/en/employee-services/research-planning-and-grants/planning/CollegePlans/Classified_Staffing_Plan.html
In 2009, San Francisco enacted the most comprehensive mandatory recycling and composting legislation in the nation. The San Francisco Mandatory Recycling and Composting Ordinance (No. 100-09). This mandate was the first of its kind to enforce composting, and require all persons living, working or commuting to San Francisco to separate recyclables and compostables from trash.

The reasoning for the ordinance: To ensure proper separation and disposal of discarded materials and to meet the City's aggressive Zero Waste reduction goals by 2020.

Across the nation, the waste reduction movement known as "Zero Waste" is moving from the fringes to the mainstream, taking hold in school cafeterias, colleges, restaurants, stadiums and corporations. The movement is simple in concept – yet not always easy in execution:

Produce less waste. Eliminate polystyrene foam containers or any other packaging that is not biodegradable. Recycle or compost whatever you can.

The Zero Waste movement is propelled by three major realities: One is the fact that securing new landfills has become increasingly difficult, and no-one wants to live by one. The second acknowledges that recycling conserves natural resources and replacing virgin material production significantly reduces energy consumption, water pollution and greenhouse gas emissions. The third factor is the awareness that organic decay in landfills releases methane gas. When buried in a landfill, your apple cores, banana peels, grass clippings, food boxes and coffee cups don't just break down as they would in nature or in a compost pile. They decompose anaerobically, without oxygen, and in the process become a major source of human-caused methane gas, a primary contributor in climate change.

According to the EPA's most recent figures; Americans are still the undisputed champions of trash, dumping 4.6 pounds per person per day. More than half of that ends up in U.S. landfills or is incinerated. Here at CCSF the recycling department has numerous recycling services and is constantly striving to improve its waste reduction programs and comprehensive outreach to the college community. Addressing the Universal Recycling Ordinance has added a new challenge to the college recycling efforts and increased pressure on the department operation demands.

In 2010, compost bins slowly appeared across the District as the recycling department began initial implementation of the Universal Recycling Ordinance. In 2014, waste reduction infrastructure sluggishly continues to reach the District centers. The task is monumental in scope. The reality is reducing waste at CCSF will require all factions of the college一脚印...

WASTE ZERO!

It's in YOUR hands...
community actively participating together, creating a unified effort. With over 80,000 students and staff, CCSF has a large impact on both resource material use and waste generation. District wide in 2012 alone, CCSF generated over 2790 tons of discarded materials. We recycled over 1915 tons of mixed materials, composted 160 tons and sent another 715 tons to landfill. Our daily operations and activities contribute substantially to the overall impact on the environment, our city and our health. If you think about it, there really is a lot at stake for such a simple action such as deciding to throw your discards into the right receptacle. RECYCLE–COMPOST–LANDFILL

Without a doubt, CCSF has much more work to do to achieve the goals set by the city of San Francisco for 2020. And while the college continues to undergo transformative institutional changes, we can only hope that the recycling department will see an increase in administrative commitment to support the District recycling goals, and fortify the college waste management operations with increased Classified staffing and fiscal support. CCSF is powerful in numbers and I believe can create the change we want to see.

The next “Green Scene” will focus on the specifics of: What and How to Recycle and Compost. In the mean time if you have questions, problems or solutions, contact the CCSF Recycling Department. 415 239-3337 or cmartine@ccsf.edu

SCOTT CLINE, Superintendent of Buildings and Grounds, Buildings & Grounds Department

This edition we will be introducing everyone to Scott Cline, as of July 1st, 2013, our new Superintendent of Buildings and Grounds. In 2005, Scott transferred from San Francisco International Airport to City College as a Stationary Engineer. In 2007, he became the Senior Stationary Engineer. When Jim Keenan retired in 2011, Scott and Brian Leong became acting Superintendents of B&G.

Scott is an easy guy to get to know and he personifies “a new way of thinking and doing things” regarding facilities maintenance. Scott’s philosophy is based on open communication and end user involvement in projects. Scott says, “we’ve turned the corner financially and we are now able to attack projects we’ve been wanting to do.” Moving forward, Scott first priority is to restore Buildings and Grounds’ staffing levels. Several very large projects are currently in the planning stages and once funding is secured, work can begin. Prop 39 will be bringing approx. $1.5 million to CCSF for the next 5 years for upgrades involving energy conservation.

Scott welcomes your requests and can be reached via email scline@ccsf.edu.
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<th>Date</th>
<th>Event Description</th>
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<td>FRIDAY, MARCH 14</td>
<td>Pi Day—Free Day!</td>
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<td>Job Search Using Online Resources</td>
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<td>Mid-Term Grades are available on Web 4</td>
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<td>FRIDAY, MARCH 28</td>
<td>Juan Bautista de Anza finds the site for the Presidio of San Francisco.</td>
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Did you know that the maximum donation of sick leave/vacation/RWW credits that an employee may transfer to the “Sick Bank” (sick leave/vacation/RWW for catastrophic illness) is 480 hours (12 weeks) to each of the established catastrophic leave banks per calendar year for a total of 960 hours (24 weeks)?

Employees of the District may individually transfer their accrued sick leave or vested vacation allowance credits to another individual employee of the District/ City and County of San Francisco who has been determined to have sustained a life threatening illness or injury, and who has exhausted his/her vacation allowance, sick leave and compensatory time off. Such an employee is determined to be catastrophically ill.

The Classified Voluntary Sick Leave Bank Committee determines which employees are eligible to receive the donations. The Committee consists of two District representatives and two Union representatives. They administer the catastrophic sick leave application, donation, transfer, and banking. Sick leave/vacation/RWW credits must be transferred in 8-hour increments and may be transferred only once per pay period, per recipient. All transfers are final and irrevocable.

Feedback

Let us know about topics that interest you as a classified staff member, things that you want to know about! We will be publishing bi-monthly newsletters throughout the year so there is much more information to come.

Do you have a piece or story that you think is relevant to classified staff? Share it with us and we will do our best to include as much content as possible in future publications. This newsletter is by Classified FOR Classified, so let us know the things that you want to read about!

Submit your questions, topics, and concerns via email to: classifiedsenate@ccsf.edu