

THE SBCC BEAT

CSEA CHAPTER 289

April 2018 Newsletter



STRONGER TOGETHER

Why I'm a Union Member!

I became a member in our local chapter because I wanted to be involved in CSEA representation on campus. Becoming a member allows me to vote on CSEA issues and to vote for elected union chapter officials.

It also allows me to be eligible to be part of the bargaining/negotiating committee for our chapter. I don't want to take for granted the many benefits and protections I have as a union member –sick time, vacation time, leave time, procedures for disciplinary action and processes for grievances (to name a few!). I want to be eligible to serve on college committees specific to CSEA bargaining issues.

The union is only as strong as the involvement of its rank and file members. With over 250 classified members at SBCC, a diverse CSEA representation is critical to ensure that all voices are considered when promoting the well-being and rights of classified employees.



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Editorial: Labor Victory in West Virginia! by Loren Mindell



March 6th a wildcat strike ended in West Virginia as officials signed on a 5% pay raise for all public employees, statewide. Strikers also won a direct voice in addressing increasing healthcare costs, protections on workplace seniority, halted the expansion of unregulated charter schools, and protected the ability of unions to raise funds through payroll. The strike had exactly 5 demands and all 5 were met. The three participating unions, AFT-West Virginia, WV Education Association, and WV School Service Personnel Association will now each have a member on a task force set out to address the rising costs of health insurance.

First the striking workers were offered a 3% raise, then 4%. Union leadership initially advised to end the strike 5 days in, without a guarantee that state officials would not veto the pay raise. Rank and file workers however refused to end the strike until their demands of a 5% raise for all state employees were met along with the other 4 concessions, with a written guarantee that these measures will go into effect. After a 9 day standoff, cheers broke out in the capital as workers marched home chanting “Who made history? We made history!”

Crucial to the success of what is being called a teachers strike was the solidarity and participation of union service workers in the WV School Service Personnel Association. Cafeteria workers, office staff, and bus drivers were crucial to victory. Bus drivers’ refusal to work was especially influential in the decision to keep schools closed during the strikes.

Labor Victory in West Virginia Cont.

This historic win for organized labor drew on a rich history of direct action in that state. Marchers on the picket lines and protestors packing public spaces wore red shirts and bandanas, evoking the Battle of Blair Mountain where striking coal miners wore red bandanas as a sign of solidarity during a bloody conflict against hired thugs and wicked bosses.

West Virginia remains a vital battleground for the economic liberty of working people. The freedom to earn a decent wage and care for one’s family has been won in that state. This serves as an inspiration to workers in nearby Oklahoma, where union members today are planning to strike for better conditions. Pay and benefits for Oklahoma workers consistently rank among the lowest in the nation. Update: As of April 3rd, teachers are now striking in Arizona, Oklahoma, & Kentucky.

CSEA Chapter 289 Delegates

The annual CSEA Leadership Conference will be held in Sacramento, California this year. Representing their local chapters back home, delegates will gather from all across California. They will vote on resolutions, adopt a budget, present major awards and set the course for the year ahead.

There was discussion at the March Chapter meeting regarding how many delegates to send to conference and nominations for conference. Normally the chapter sends three delegates, but there was discussion regarding whether those in attendance thought sending two delegates maybe better in light of the treasurer’s report. There was a consensus to send two delegates and then the meeting was opened up for nominations for conference.

The chapter President typically attends, but Liz gave up her seat. Liz reminded attendees that anyone who decides to attend conference must attend all of the events. Attendees do get release time from their job to attend. Travel and accommodations are paid by the local chapter. This conference is expected to be a politically active conference since it takes place in the state capitol of Sacramento.

Getting to Know the Contract - Vacation Time

During the March chapter meeting, Mary Saragosa reviewed specific portions of article 9 within the union contract regarding vacation time. Liz communicated that when an employee takes vacation is at the sole discretion of the district. Once the vacation request is approved, the district cannot take it back. Managers may find themselves in trouble if an employee accrues too many vacation days so it behooves supervisors to approve vacation requests. Managers will receive notification if any of their employees exceed their vacation limit.



Requests for vacation should be made in writing by employees and be approved by the supervisor within five working days. If a staff member has not heard back from his/or her supervisor after five days, Liz stated, the employee can assume it is approved. She suggested the employee follow up with the manager via email communicating the request and the assumption that it is approved because a response has not been provided. This policy is written in our contract as “Supervisors shall make a reasonable effort to schedule vacations for the dates requested by individual unit members and shall respond to any unit member’s request for vacation within five (5) working days upon receipt of the request.”

Once you earn vacation, it cannot be taken away but Liz recommended staying below the vacation days limit (i.e., not to exceed what a unit member could earn in 24 months). There was discussion of black out dates which are times during the school years when employees are not allowed to take vacation. For example, the first three weeks of the fall semester. Liz asked those in attendance if there was anything the membership would like to look at in regards the vacation article. She recommended that employees who are struggling with being allowed to take vacation or related issues contact the union.

Candy Fundraising Update

The union exceeded its \$700.00 fundraising goal with \$1200 in candy sales. CSEA gets to keep \$440 of those sales. This means more funds for our local chapter and the chapter can continue sell See’s candy for fundraising efforts. Thank you to everyone who helped sell and/or purchased candy to support the chapter.!

Treasurer’s Report

At the March chapter meeting, Carlos reviewed the Treasurer’s report from the previous year and highlighted that our chapter currently spends more than it brings in. Carlos cited the major reason being that our local chapter lost many members due to the Supplemental Employee Retirement Plan (or SERP), a program that provided an incentive for classified staff to retire early. New employees will soon learn about CSEA and the benefits of membership during new employee orientation that was a recent MOU. This may help increase union members and thus union dues for the chapter. Carlos reported that current budget shortage being \$1,349.00 and emphasized that the state does not like us “to spend beyond our revenue”. He remarked that See’s Candy sales have been very helpful in raising funds but do not go far enough to fill the shortfall.

April Membership Drive

Mark Moore, our regional Labor Representative from CSEA will be bringing in teams to the SBCC campus to spearhead a CSEA membership drive to recruit new members. CSEA will set up tables on East and West Campus and actively seek out service fee payers to communicate the benefits of becoming full members. Union dues are the \$1 fee deducted from your paycheck over ten months. These union dues allow members to vote which gives members a voice in their chapter and in CSEA. All union dues collected stay with the local SBCC chapter and they are not used for political action. At the March chapter meeting, there was brief discussion of raising the union dues, but most members expressed wanting to defer discussions until after the membership drive. CSEA will be on campus Tuesday, April 17th to educated service fee payers on the benefits of becoming full members.

Weingarten Rights

There are a wealth of resources on the CSEA regarding member rights that can be found on the CSEA website here: <http://www.csea.com/web/Issues/Your-Rights>

One of the many important rights you have as a union member are your rights to union representation or your Weingarten Rights. Weingarten Rights are a union employee's right to union representation during an investigatory interview. A summary of these rights are below.

Know your rights!

If a supervisor calls you into a meeting, you may have reason to have your union representative present. These are your rights:

- You have the right to know the purpose or subject of the meeting.
- If you think the meeting might lead to discipline, reprimand or dismissal, you have the right to union representation.
- Immediately notify your job steward or other union representative of your meeting with management.
- If the purpose of the meeting is investigatory and could lead to discipline and you have requested union representation, the employer must stop the meeting or reschedule it until a representative is present.
- You must ask for union representation. The employer does not have to advise you of your rights.
- If you request union representation and it is denied, you have the right to refuse to answer any questions that could be used against you. However, do NOT refuse to attend the meeting. CONTACT your representative immediately.

Remember, you must demand your right to union representation

Classified School Employees Week is May 20th to May 26th

Classified School Employees Week (CSEW) is quickly approaching. The theme this year is "The Heartbeat of Our Schools". CSEA is selling CSEW merchandise including tee-shirts, balloons, pencils, and stadium cups available to purchase directly from CSEA. Liz has ordered buttons that will be distributed at this year's events. The chapter is still in the planning stages for this year's celebration.



If you would like to order CSEA merchandise celebration Classified School Employees Week, the order form is at the bottom of this newsletter.

Unsung Hero Award

The chapter voted by secret ballot to award this year's Unsung Hero Award. The nominees included Cheryl Brown, Regina Reese, and Mary Saragosa. After the votes were tabulated, Liz announced that this year's award would honor Regina Reese. Regina will receive her award at the California School Employees Association event that will place on May 5th at the SBCC Campus Center.

Executive Board

President – Liz Auchincloss

Vice President - Cindy Salazar

Treasurer – Carlos Macias

Secretary – Sherie Higgins

Communications Officer – Regina Reese

Chief Union Steward – Jason Thornell

Site Rep Coordinator – Mary Saragosa



AFL-CIO

**Fighting
for you
on the job,
helping
you at
home**

Be sure to check CSEA Member Benefits (online at csea.com/store) and Union Plus before making purchases to see how you can take advantage of these deals.

TOP-NOTCH representation & more!

A variety of benefits to CSEA membership

As a member of the best union for classified employees, you not only have access to experienced, full-time labor relations representatives, but also a variety of other benefits that will save you money and improve your life.

As a CSEA member, you automatically receive a \$5,000 life insurance policy. Since CSEA is a member of the AFL-CIO, you also receive a \$10,000 policy from Union Plus, AFL-CIO's benefit department. That policy doubles if a death occurs on the job, or going to or from work.

CSEA Member Benefits offers a variety of discounts and exclusive offers, including but not limited to:

- Free legal advice for personal matters
- Entertainment discounts
- Restaurant discounts
- New and used car buying service
- Scholarships for members and their dependents
- Auto and homeowners coverage
- Assistance with becoming a citizen
- Career grants for members
- Discounts continue after retirement

And through Union Plus (located online at unionplus.org), CSEA members have access to even more discounts and services!



Celebrate!

**CLASSIFIED SCHOOL
EMPLOYEE WEEK**

May 20–26, 2018

This year's theme—"The Heartbeat of our Schools" is printed on shirts and pencils. There are also CSEA balloons and stadium cups.

GET YOURS NOW

Return this order form with payment or call Member Benefits at 866-ITS-CSEA (866-487-2732).

2018 items available

- **CSEW theme T-shirt**
Shirts are navy blue with the CSEW logo imprinted
- **CSEW pencils**
Blue with white lettering
- **CSEA cold drink cups (24 oz.)**
Blue with white lettering, lid and straw included
- **CSEA balloons**
Blue with CSEA shield logo



essential work | extraordinary workers



**CLASSIFIED
SCHOOL
EMPLOYEES**

2018 CSEW ORDER FORM

Item	Quantity	Cost	Total
MEN'S CUT T-SHIRTS			
Small		\$13	
Medium		\$13	
Large		\$13	
X-Large		\$13	
XX-Large		\$13	
XXX-Large		\$13	
XXXX-Large		\$13	
PARTY GOODS			
BALLOONS (25)		25 for \$5	
PENCIL		.50	
STADIUM CUP		\$1.50	
GRAND TOTAL \$			



T-SHIRTS



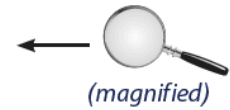
BALLOONS



STADIUM CUPS



PENCILS



Cash orders not accepted.

Check enclosed

Please bill my credit card (circle one): MasterCard Visa Discover American Express

Acct# _____ - _____ - _____ - _____ Expires _____ / _____
Month / Year

Security Code _____ Signature _____
3-digit number on back of card

Name _____ CSEA Member # _____

Chapter Name _____ Chapter # _____

Street Address (no P.O. boxes) _____

City _____ Zip _____ Phone (____) _____

Mail order form with payment to: _____ Email _____
 California School Employees Association,

Attn: Member Benefits / CSEW Order, 2045 Lundy Ave., San Jose, CA 95131

Questions? Call (866) ITS CSEA (487-2732)

CSEA is Proud to Endorse

the following State Constitutional Candidates for the 2018 elections



Governor
Gavin Newsom



Lieutenant Governor
Dr. Ed Hernandez



Attorney General (Dual)
Xavier Becerra



Attorney General (Dual)
Dave Jones



Treasurer
Fiona Ma



Controller
Betty Yee



Secretary of State
Alex Padilla



Insurance Commissioner
Ricardo Lara



Superintendent of
Public Instruction
Tony Thurmond



California School
Employees Association