

March 2022 | Volume 2 | Issue 3

# CSEA Cerritos Chapter 161 Clipboard



AFL-CIO

*Our Mission:*

*To improve the lives of our members, students, and community.*

## **Cerritos Chapter 161 Members,**

Welcome to the March edition of our chapter newsletter. As you gear up to return to campus on Monday, March 7th be sure to read the updates on the [COVID-19 webpage](#). Additional information was sent out by Miya Walker on Thursday, 2/24.

### **Return to Campus:**

You can view the [Spring 2022 Return to Campus Plan here](#). The Return to Campus task forces reconvened on Thursday, 2/24 where representatives provided feedback on recommendation to the document effective Summer 2022. If you have any feedback please send them to your [representatives](#) by Tuesday, 3/1 and no later than 4 PM.

Remember, if you are eligible for a booster shot but did not receive one, you will need to test weekly to access campus services or work in person. Proof of a negative COVID-19 test must be submitted 72 hours before your arrival on campus. Results from at-home COVID-19 tests will not be accepted.

### **Testing on Campus by COVID Clinic**

Our new testing partner is COVID Clinic. Free testing is available on campus Monday - Friday, 7 a.m. - 7 p.m., and Saturday 10 a.m. - 2:30 p.m. The Clinic is located inside of the Auto Partners Building lobby in parking lot #10 (across from Campus Police). Enter from New Falcon Way or 166th Street.

### **February Board of Trustees Recap:**

The Cerritos Community College District is redistricting and on Friday, February 25th, the Board adopted [Trustee Map D](#).

The redistricting process will establish new trustee areas based on criteria used nationally and upheld by courts:

- Contiguous – districts should not hop/jump
- Follow city/county/local government lines
- Relatively equal size – people, not citizens
- Maintain “communities of interest”
- Keep districts compact – appearance/function

The next meeting is scheduled for March 9, 2022.

Go to <https://www.cerritos.edu/board/agendas-and-minutes.htm> to access meeting agenda/minutes and live video feed/archives. You may submit a public comment in person, via form, or through voicemail.

### **February Chapter Meeting Recap**

The Executive Board reported that Alva Acosta was selected as the nominee for the CSEA Member of the Year. The application has been sent to CSEA Headquarters and if CSEA elects Alva as a recipient, she will be honored at CSEA Annual Conference.

The members present moved to survey the membership for CSEW giveaways for 2022. The selection of sweatshirt was approved as the giveaway with the membership voting on the type. Share your vote on the survey.

**Reclassification**

The reclassification committee is scheduled to meet Tuesday, 3/1 to begin the process. As a reminder, the reclassification committee consists of Irlanda Lopez, Erik Duane and Kathy Hogue. This year, Isabel Aguilar will be training to replace Irlanda Lopez on this committee in the future should the opportunity arise.

**Employment Opportunities/Hiring Committees**

- You can find employment opportunities online at <https://www.schooljobs.com/careers/cerritos.edu>. If you or someone you know is interested in applying for these jobs, do so before the deadlines.
- With the posting of employment opportunities, members will have an opportunity to complete the interest form to be considered to serve on a hiring committee. Be sure to complete the interest form by the deadline to be considered.

**It's never too late to join CSEA!**

- Are you a classified employee and not part of CSEA? We urge you to join CSEA today! Visit [www.csea.com/join](http://www.csea.com/join) and complete the online application. It's fast and your membership helps preserve all the benefits we enjoy today.
- Are you a CSEA member? Consider donating \$1 per month to the Victory Club. These funds help with lobbying legislation issues, board elections and much more. Reach out to an executive board member and we will help you fill out the application.

**Meeting Opportunity Winners**

Our February chapter meeting opportunity winners are Carmen Lizarraga, Vanessa Rodriguez, and Ramona Mellgoza. Congratulations!

***“Listen with curiosity. Speak with honesty. Act with integrity.  
The greatest problem with communication is we don't listen to understand.  
We listen to reply.  
When we listen with curiosity, we don't listen with the intent to reply.  
We listen for what's behind the words.”  
– Roy T. Bennett, The Light in the Heart***



**In Solidarity,  
Irlanda Lopez | Chapter President  
CSEA Cerritos Chapter 161**

**Upcoming Executive Board Meeting**

Wednesday, March 9, 2022  
11:00 am via Zoom  
Meeting ID: 992 5083 1588  
Passcode: 520251

**Upcoming Chapter Meeting**

Wednesday, March 23, 2022  
12:00 pm via Zoom  
Meeting ID: 962 5896 2048  
Passcode: 032641

**EXECUTIVE BOARD****President**

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**Negotiation Update****3-Year Successor Contract**

On February 2, 2022, we met with the district to start with our preliminary articles for negotiations. We made our Article 6: Health & Welfare Benefits proposal at this meeting, the district discussed updating the employee evaluations form but did not have a finished proposal to show us. Our Article 6 Proposal language includes removing the medical benefits cap, increasing district-paid life insurance for members and an incorporation of the retiree benefits MOUs.

We met again on February 15, 2022, and proposed language changes to Articles 12, 13 and 14. For these articles we asked for increases to sick leave, personal necessity leave, and bereavement leave to be a flat 5 days regardless of distance or relation.

The district made a proposal for article 7.9 Holiday Leave, and Article 8: Effects of Layoff – due to changes brought about by AB 438 and made effective January 1, 2022. We have upcoming negotiations meetings with the district on March 1st, 16th and 30th.

continued on next page.

**NEGOTIATING COMMITTEE**

(\* Team)

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### **Mandatory Vaccine Memorandum of Understanding (MOU)**

We met with the District on February 16, 2022, to continue the conversation on this MOU. Based on our previous meeting's discussion we had made a counter to the district which included a proposal for a stipend/hazard pay. We included additional provisions in our counter to further protect unit members. The district accepted our provisional language and rejected our proposal for a stipend. However, as most of you are now aware, we have indeed received an additional offset, one-time \$2500 stipend from the district. Our negotiations for this MOU are not yet finished and this stipend shows your voices are being heard all the way to the Board of Trustees!

### **Medical Benefits MOU**

On January 28, 2022, the members ratified the Medical Benefits MOU which covers our medical benefits for the 2022 calendar year. For those who paid out-of-pocket to cover the cost of increase in their medical plan, you should have seen your medical plan fees reimbursed in "before-tax deductions" on your paystub.

### **Negotiations Committee**

We will be holding negotiations committee elections **On March 2, 2022 at 12pm via Zoom (Meeting ID: 977 4452 8788 Passcode: 866316)** per our chapter constitution section 11.a.: The Negotiating Committee shall consist of the Chapter President or his/her designee as chairperson plus a maximum of four (4) representatives from each of the major job classifications as specified in Appendix A of the CSEA/District bargaining agreement. You will find these major job classifications in our Collective Bargaining Agreement: Appendix A.

**We can always use more members. Currently we have underrepresentation or no representation in more than half of the job classifications. We have 11 members who speak for over 280 members. Many hands make for light work so please consider joining us!**

### **Update from the Political Action Committee**

**Senate Bill 830 Education finance:** supplemental education funding which would base funding on a district's enrollment instead of average daily attendance figures, would most benefit districts with high chronic absenteeism rates.

For more information: [https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill\\_id=202120220SB830](https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202120220SB830)

**AB 558 The Child Nutrition Act of 2022:** a bill co-sponsored by the Physicians Committee for Responsible Medicine. The bill incentivizes K-12 public schools across the state to offer healthier, climate-friendly plant-based meals and beverages.

For more information: <https://trackbill.com/bill/california-assembly-bill-558-school-meals-child-nutrition-act-of-2022/2030828/>

**AB 438 School employees:** classified employees: layoff notice and hearing Existing law provides that classified employees are generally subject to layoff for a lack of work and/or lack of funds upon 60 days' notice. AB 438 amends Education Code section 88017 to closely resemble the process for academic employee layoffs. The Chancellor must provide notice by March 15 that a community college intends to recommend a permanent employee be laid off, stating the reasons therein. Districts will now be required to provide notice of termination to employees to be laid off before May 15 each year.

For more information: [https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill\\_id=202120220](https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202120220)

### Employee of the Month



Congratulations to Brian Cable,  
January 2022,  
Employee of the Month!

Athletics Trainer, HPEDA

### Member Spotlight



#### Meet Katie Mishler


Katie has been on campus since 2007 and has worked in a variety of capacities in different departments. Currently serving as a Program Assistant in Counseling with the Business Accounting and Law (BAL) Learning and Career Pathway (LCP). In addition to her role as a classified employee, she also teaches part time in the History department. Most importantly Katie is a proud Cerritos College alum. She enjoys traveling, reading, and playing with her two Great Danes!

Say Hello to Katie!




We want to get to know you and introduce you to our Chapter 161 family. Submit your response here: [tinyurl.com/Chapter161memberspotlight](http://tinyurl.com/Chapter161memberspotlight)

DO YOU KNOW AN EMPLOYEE THAT GOES ABOVE AND BEYOND?



Outstanding Employee of the Month is an award presented to a classified or confidential employee who goes above and beyond their daily job duties. The purpose of the award is to recognize outstanding employees and to motivate all staff to do their very best.

If you know of a Classified/Confidential Employee that has made an outstanding contribution to the college, the community, students or to another staff member, have them recognized by the District!

Get the form here: 



# ★ 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:
- 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.**

This is your right under the 1975 U.S. Supreme Court Weingarten Decision.

## ***DID YOU KNOW?***

Classified employees employed by the District 40 hours a week with full pay for a fiscal year shall be entitled to 96 hours of leave of absence for illness or injury. In most cases you will notice the 96 hours added to your sick time after July 1 for the rest of the fiscal year.

Hours are calculated differently for part time and hourly classified employees so please refer to the Classified Handbook for those numbers should you need those.

Classified employees who do not use the entire amount of earned sick leave in any school year shall have added to their credit annually the amount of unused sick leave and the same shall be accumulated from year to year.

You can find more information on page 27 of the [CSEA Classified Handbook](#).

## ***UNION STEWARDS***

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## New CSEA website launches

We are pleased to announce the launch of your new CSEA website, which includes hundreds of pages of content and resources. The site also features more than 800 microsites that will be locally maintained to connect members with information and contacts from their Chapters, Regions, Areas, Committees and Retiree Unit Districts.

### What's New?

- Take your website on-the-go using our new mobile-responsive platform.
- Locate the information you need when you need it, and stay up to date on CSEA news, events and member-only benefits.
- Get quick access to your CSEA contacts in the My CSEA hub, which provides contact links and a tab to edit your profile information.
- Explore hundreds of webpages and documents available to members.
- Contact CSEA leaders using contact forms on every microsite. (Contacts are updated nightly, based on the latest roster information CSEA has received.)
- Keep your information safe with improved security features to safeguard content and data.

### Member-Only Content

- Be sure to log in to the site to access all the content available to you.
- When you log in to the website, you will gain access to member-only pages and documents.

If you hold a rostered CSEA office at any level, you will also have access to leader-only material, such as Leadership Mail Bulletins.

### Logging in to the website

- If you created an account in 2021 to access CSEA documents and bulletins, your login should be good to go. If you forgot your password, there is a password recovery link on the login screen.
- If you did not create an account in 2021, you will need to create a new one -- but don't worry, it's easy.
- For additional assistance, visit [www.csea.com/webhelp?link\\_id=8&can\\_id=5ae6830d0c337fe59c17ef702951f8c6&source=email-communication-tools-january-2022&email\\_referrer=email\\_1444934&email\\_subject=communication-tools-february-2022](http://www.csea.com/webhelp?link_id=8&can_id=5ae6830d0c337fe59c17ef702951f8c6&source=email-communication-tools-january-2022&email_referrer=email_1444934&email_subject=communication-tools-february-2022)

## Victory Club



Join the non-partisan CSEA Victory Club to help us raise vital funds to support classified-friendly candidates running for local, state and federal offices.

Your membership will help support candidates who have received CSEA's endorsement based on their completed questionnaires, voting records and demonstrating strong support for issues of importance to classified employees.

These issues include:

- Protecting Prop 98 and increasing education funding.
- Electing pro-education and pro-labor school board members and community college trustees.
- Increasing pension and healthcare benefits.
- Stopping the privatization and outsourcing of classified jobs to the private sector.
- Standing up for working families.

Join today and help us give classified employees a powerful voice in protecting our rights, retirement and job security.





## Why union matters

In the January newsletter we began the discussion of 'Why unions matter' and the value and benefits they bring to the lives of individuals who hold union jobs.

Collective bargaining affords employees a voice in the workplace. One individual has minimal chance of taking on a large corporation and effecting change. However, with a contract the one voice becomes heard and that one individual no longer stands alone and change can be possible. The voice of many is stronger than the voice of one.

In California we see 16.2% of our state workforce protected by a collective bargaining agreement. Since 2018 California has been the 5th largest economy in the world. California holds the largest economy of our nation and in 2020 had approximately 3 TRILLION DOLLARS in gross state product. In a state that has an economy larger than many small countries; why aren't more of the workers in the state not making a living wage? Why is the CA workforce not covered by a collective bargaining agreement? We know it comes down to money and the bottom line.

Employees covered by a collective bargaining agreement make higher income, enjoy better health care and have better options for retirement. Affording employees all of these things mean more costs and less profits for businesses which aids in wealth being more evenly distributed.

True change can only be affected when we work together and unify under one voice. Strengthening our unions throughout our nation affords our nation's workforce a chance at a livable life. One free of poverty and with some hope of prosperity.

Yes! Union matters! Being involved matters! Sharing your voice matters! Get involved!  
Wear your union shield with pride!

***"The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, government relief for the destitute, and, above all, new wage levels that meant not mere survival but a tolerable life."***

**- Martin Luther King Jr.**