

January 2022 | Volume 2 | Issue 1

CSEA Cerritos Chapter 161 Clipboard



AFL-CIO

Our Mission:

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

Cerritos Chapter 161 Members,

Welcome 2022! As classified professionals, our work never stops and the rush to get everything ready for Spring 2022 is well underway. Let's remind ourselves to take a step back and breathe and tackle projects one at a time.

Thank you to everyone who replied to remain on or join a shared governance committee. We will be reviewing and approving appointments at the January Executive Board meeting. Representatives will be notified of their appointments via email.

December Chapter Meeting Recap:

The executive board presented the approved actions to the members present and will bring back items for chapter approval in January.

Summer 2022 classes are being scheduled without any social distancing and classes at full capacity. While we have not heard what the plan is for classified staff, we should prepare with all options in mind. With the decrease in enrollment, it is now more imperative to be available and a good resource for students. Retention is key to our success.

CSEA annual conference is scheduled to be in-person with a venue change from Sacramento to Las Vegas. For those interested in being a delegate, you must also agree to attend the resolutions meeting. As information comes out, we will share it with you. If anyone is interested in writing a resolution, reach out to Irlanda Lopez for more information.

The approval to continue opportunity giveaways was approved for 2022 with the gift card selection options from Target, Starbucks and Subway. Don't forget to join us at chapter meetings, you may be a lucky winner!

If you have any suggestions or recommendations for future content in our monthly newsletters, send them to Isabel Aguilar at: iaguilar@cerritos.edu.

December Board of Trustees Recap:

The Board of Trustees had their officers' election with Mr. Cody Birkey re-elected as Board President. Dr. Shin Liu was re-elected as Board Vice President and Dr. Sandra Salazar was elected to serve as the Board Clerk.

Classified retirees honored were: Roger Adams, Senior Applications Analyst, Laurie Kristinat Grant Writer and Etta Walton, Theater Production Coordinator. We thank them for their years of dedicated service to Cerritos College and thank them for their CSEA membership and support.

Our CSEA initial proposal has been received and filed with the District and now the negotiations committee and team can commence negotiations.

During public comments in November and December there was concern over the need for testing to be performed when 100% remote/online. Dr. Fierro clarifies some of the comments about the need to submit a PCR test, when your assignment is 100% online. This [exact clip](#) captures where he addresses the concern.

The 2022 Board of Trustees meeting are scheduled at 7PM and the approved dates are:

- January 12 (Study Session)
- January 19
- February 9 (Study Session)
- February 16
- March 9
- April 20

- May 18
- June 8
- June 15 * (Budget Study Session)
- July 20
- August 17
- September 14
- October 19
- November 16
- December 7 (Organizational)

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.

Mandatory Vaccination beginning January 3, 2022

We have a small number of classified staff that have not come into compliance. If you are part of the group not coming into compliance by January 3, 2022, we want to remind you that the district will be placing employees on unpaid leave. Be reminded that employees may be subject to disciplinary actions for violating board policy which may include termination.

COVID Boosters

If you received your COVID booster and wish to upload that information into Optimum HQ, you may do so by selecting "upload booster proof". This is OPTIONAL and not required. If you select "yes" for the optional booster questions but do not upload proof, it will not impact your green/red badge when you check in.

Reclassification

The reclassification application time frame ended Wednesday, December 22, 2021. 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. We look forward to reading and analyzing the applications.

Retiree Medical Benefits

We have been working with the District to submit appropriate documentation that CalPERS required to change the retiree benefit from \$200 to \$300. In the attempt to do so, it appears even with the vesting period added, CalPERS is unable to make the increase for those that retired after July 1, 2018 as it is every retiree or none. Hence, the District will continue to offer \$300 a month for the retiree contribution. However, only \$200 will go to retirees directly from CalPERS and \$100 per month will be added to a Health Savings Account (HSA) through Mid-America.

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 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 December chapter meeting opportunity winners are Paul Bleak, Brenda Sierra and Alva Acosta. Congratulations!

Professional Development: Diversity, Equity and Inclusion Training

The California Community College Chancellor's Office has put together a Certificate of Completion for those interested in taking two online classes through their Vision Resource Center. One class is "Playing Behind a Screen: The Implicit Bias in Our Colleges" and the other is "I Don't See Color, I Just See People: Becoming Culturally Competent".

As classified professionals, we are an integral part of the success and transformation of Cerritos College. If you want to take these classes, go to <https://login.visionresourcecenter.cccco.edu/login>, it will prompt the Cerritos Portal login using cornerstone.

***"Unity is strength...
when there is teamwork and collaboration,
wonderful things can be achieved."
– Mattie J.T. Stepanek***

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

Upcoming Executive Board Meeting

Wednesday, January 12, 2021

11:00 am via Zoom

Meeting ID: 954 2413 6773

Passcode: 266312

Upcoming Chapter Meeting

Wednesday, January 26, 2021

12:00 pm via Zoom

Meeting ID: 912 6431 1154

Passcode: 078959

EXECUTIVE BOARD**President**

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1st Vice President

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Negotiation Update

Your CSEA Chapter Negotiations Team met on December 20, 2021. What we accomplished:

1. Established the Negotiations Ground rules
2. Agreed to a Tentative Agreement (TA) on Article 6: Health and Welfare Benefits covering the 2022 calendar year only.

Our #1 priority for this meeting was to ensure continued medical coverage through the end of 2022. This means that some members will be hit with out-of-pocket costs temporarily while we negotiate medical coverage terms with the District. The District has communicated to your chapter leadership that they will cover our costs just as they have covered faculty healthcare costs through their (the faculty's) healthcare MOU. All CSEA member out-of-pocket medical plan expenses should also be recovered.

We continue to negotiation the AP/BP 2905 Mandatory Vaccine MOU (impacts & effects) with the district. Our proposal seeks to continue protections emplaced for members in previous agreements, and to use work-time for activities related to the implementation of AP/BP2905.

Your negotiations Committee meets every week to work on language drafts, MOUs, etc. We can still use more members. Additionally, as per our Constitution and bylaws we'll be electing another negotiations team & Chief Negotiator for the coming year. That election will be held before March 2022 and each member's term will be 1 year. The negotiations Team and Chief negotiator are elected from within the committee. If you are looking for a way to get involved in your chapter, this is a great way to get started. The time involvement is minimal and you can learn about & be involved in the bargaining process.

NEGOTIATING COMMITTEE

(* Team)

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Member Announcements

**Our Cerritos CSEA Family
keeps growing!!!**

*Congratulations to Blanca Gamez,
CalWorks Program Facilitator/Counselor,
with her baby Ricky Gamez, born on
December 6, 2021.*



**Coming soon
Townhall -
Tentative
Agreement for
Article 6 - 2022.**

Article 6 - Health and Welfare
Member Benefits covering 2022.

The Article 6: Health and Welfare Benefits MOU will ensure that anyone who picked a Medical plan for 2022 that had a premium exceeding the district's maximum of \$23,500, will have their premiums covered by the District. Some members will still see a deduction from their payroll to cover the difference in the 2022 premium, however, this will only continue until the membership can ratify the MOU, and this MOU has been board approved (following 610 process). Those members who are impacted by this payroll deduction have already been notified by both the District and CSEA Chapter 161.

**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?

The Pre-Designation of Personal Physician request form is available to complete before you are injured on the job and need to be examined by a physician. This is recommended as a personal physician has your interests and concerns in an accident and injury.

Otherwise, you will be treated by a district designated physician for treatment.

The form is available on the Human Resources/Risk Management [website](#).

UNION STEWARDS

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Why "Unions" Matter

Have you seen the bumper sticker that states 'LIVE BETTER/WORK UNION'? This is not just a slogan. This is an absolute FACT! Lets take a look at the history of organized labor for a clear lens on how it impacts us today.

The earliest recorded strike took place in 1768 when the New York journeyman tailors refused to accept a wage reduction. From this fight the formation of the Federal Society of Journeymen Cordwainers took place in Philadelphia in 1794. That marked the beginning of sustained trade union organizations. www.history.com/topics/labor

After the Civil War, through the end of WWI labor unions rose. There was an immediate need for both skilled and unskilled workers. Women and minorities especially benefited from organized labor. Around 1920 union support began to dip. This was quickly rectified after the end of the Great Depression.

After the Great Depression the rich were very rich and the poor were very poor. During this time we see the rise of the middle class along with the rise of organized labor. Without organized labor the middle class would have never existed. For over a century Unions have offered workers a way out of poverty. Holding a union job benefits are: higher wages, better more affordable healthcare, compensated time off, sick pay, a pension and the chance at a more prosperous future.

Unions have been the biggest bridge for the wealth divide amongst minorities. Per 'The Hill' dated 9/13/21; "...at the median, Black union families had roughly three and a half times the wealth of nonunion Black families (\$100,933 v. \$28,865), and union Hispanic families had over five times the wealth of those not covered by a union contract (\$124,630 v. \$24,072)." Shocking right?

Lawmakers and those in power around us know that Unions are the way to build a more prosperous society. Per Statista as of 8/31/21 "10% of the richest people in the United States own 70% of the TOTAL countries wealth." During the Pandemic Amazon reported it's Q3 2021 profits as 110.8 BILLION – YES BILLION dollars in profits. Amazon is the example used because they are also a union busting corporation. Amazon went to great lengths to keep the union out of their Bessemer, Alabama warehouse. You have to wonder why a company with over 110 billion dollars in profits for the year refuses to pay their employees not just a living wage but a middle class wage.

As we watch the bubble of wealth amongst the elite continue to grow we also see continued attacks on organized labor. Organized labor will continue to be the target of big corporations. Organized labor will continue to be the only way to bridge the wealth disparity we are seeing today.

CSEA NEWS

Chapter meetings will be held on the 4th Wednesday of every month.

All chapter meetings are held at 12 pm via Zoom.

January 26

February 23

March 23

April 20

May 25

June 22

July 27

August 24

September 28

October 26

November 16

December 14

Executive Board meetings will be held on the 2nd Wednesday of every month.

All E-Board meetings are held at 11am via Zoom.

January 12

February 9

March 9

April 13

May 11

June 8

July 13

August 10

September 14

October 12

November 9

December 7



CSEA Board of Directors Meetings

Registration links will be sent soon.

Time: 9am – noon.

Saturday, January 22

Saturday, February 19

Saturday, March 19

Saturday, April 23

Saturday, May 21

Saturday, June 11



CSEA Member Education Benefits Highlight

Dependents of members can apply for the CSEA Dependent Scholarship and both members and dependents can apply for the Union

Plus Scholarship, with your CSEA membership. Members with student loan debt can apply for the Student Loan Reducer Program.

Dependent Scholarship - \$1,000

Looking for ways to help pay for your dependent or spouse's college education? CSEA awards \$1,000 Dependent Scholarships to graduating high school seniors as well as those already enrolled in community college, college/universities, or trade/vocational colleges.

Click on [Applications](#) to go to the link.

Union Plus Scholarship - \$500 - \$4,000

Applications are available now for the Union Plus scholarship with a deadline of January 31, 2022. This scholarship is for active CSEA members and retirees as well as their spouses and dependents attending. The scholarships are awarded in amounts of \$500 to \$4,000 for study beginning in Fall 2022. For more information, visit to

www.unionplus.org/scholarships.

Member Student Loan Reducer - \$500

Student loan debt is a major problem that many of our members face. Thanks in part to an annual grant from SchoolsFirst Federal Credit Union, CSEA is able to assist members ease the debt with \$500 grants. Applications are available in September of each year and are due February 15. Click on [Applications](#) to go to the link.

Apply for and view all of CSEA's education benefits, including the CSEA Free College Program and Free Teacher Credentialing Program! - Go to www.csea.com/education for details.

For questions or assistance about your CSEA Member Benefits, email memberbenefits@csea.com or call the Member Benefits Service Center at (866) 487-2732.