



CSEA CLIPBOARD

"We are only as strong as our members."

FALL 2017

President's Message

Welcome back,

The fall semester is well underway and this past weekend I visited the CSEA State Website and would like to encourage you all to do the same when you have a little free time. There are items that could be of interest to you particularly if you have children getting ready for college. There are of course other items that may be of interest to you, like movie passes or discounted theme park tickets or even highlights of what other members are doing across the State.

I would like to touch on one item that I would like everyone to be clear on regarding the dues increase that was mentioned in the CSEA Conference article included in this issue. I am taking the information directly from Conference Resolution 1 – the Dues Fairness Resolution, the bottom line is that for most of us here at Cerritos College our union dues are \$36.75 for ten months for an annual total of \$367.50. The increase in our dues was approved to \$47.25 for ten months for an annual total of \$472.50 or the difference of \$105 dollars or \$10.50 for ten months. I know that a ten-dollar increase isn't necessarily an easy pill to swallow however, please consider that *dues haven't been increased since 2004 – that is 13 years ago*. All I can say is that under today's economic forecasts things could be worse and considering all the hard work that goes on at the State Level it seems like a nominal fee when you consider the time and energy that goes on behind the scenes legislatively specifically to protect our pensions.

At the last meetings of the Coordinating and Planning and Budget Committees, the District engaged in discussion to review budget scenarios for a 'Golden Handshake' though this does not necessarily mean it is a certainty. This is under consideration because the College is suffering through an under-enrolled fall term and as such is anticipating a budget shortfall (discussed at the Budget Forum). We are not the only college in the area suffering through this enrollment downturn. We are aware that when the economy is better the enrollment tends to go down. At present, the District is doing multiple things to make this as painless as possible, such as, an earlier and longer enrollment period and advertising to specific target audiences to garner better enrollment this spring.

I know this sounds like doom and gloom and it is to an extent however, it is better for us to be aware of what is going on around us rather than be surprised somewhere down the road. As stated we'll all get through this untimely set of circumstances so in the meantime do your best as you always do and remember we are stronger when we are together.

In strength and unity,

Lynn Laughon
Chapter President
California School Employees Association #161

Chapt 161 Executive Board

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CSEA's 91st Annual Conference Report

by Alva Acosta

I would like to take this opportunity to thank the Chapter for electing me as one of the delegates to attend the 91st Annual CSEA Conference. Although I have never wanted to attend conference it was an eye-opening experience and I am very happy to have been given the opportunity to represent all of you here at Cerritos College. It was also my good fortune to share my first-time experience with two other 'first-time' delegates, Monique Valencia from the CTX and Pam Chambers from the Welcome Center. We had no idea what we were about to experience; we had to wear conference badges that emphasized we were 'first timers' with a RED ribbon and we even had our own little 'conference walk' with all the other new delegates. It was also my first opportunity to wear my Job Steward Jacket and personally, that was a proud little moment for me!

Without sounding 'all Pollyanna' I'd like to express that there was a very real energy at the conference. The delegates in attendance were there to follow a set agenda to do the business of the CSEA State Association; to elect a new Executive Board, adopt a budget and to emphasize the seriousness of an anticipated Supreme Court Decision. The following CSEA members were elected to the Executive Board for a two-year term: Ben Valdepena, President; Matthew "Shane" Dishman, First Vice President; Adam Weinberger, Second Vice President; and Elizabeth "Beth" Saldana, Association Secretary.

The resolution with the most impact was the Dues Fairness Resolution; to raise Chapter Dues. This resolution was the most debated session we experienced next to passing the budget. While the resolution eventually passed, it took all morning and most of the afternoon to debate. Many of the members felt very passionate about their position on the matter which at times was very tense. This resolution is directly tied to the Supreme Court Case, Janus v. AFSCME that is expected to put at risk CSEA's ability to collect Service Fees from classified members.



Chapter 161 delegates: Alva Acosta, Pam Chambers, Lynn Laughon, Monique Valencia



Oakland, California that were determined to secure retirement benefits. We owe those nine men and one woman a debt of gratitude that includes being active participants in our own local chapter. We also need to make certain that we leave things better than we found them for those that come after us when we leave this institution.

As an aside, October is Victory Club Awareness Month beginning this Sunday, October 1 through Monday, October 30. I have been a Victory Club Member since I passed probation eons ago and invite you to become a member if you are not a member yet! Remember, YOU can make Cerritos College Chapter 161 better by being an active participant in our union. This is a critical time for us all – please don't stay on the sidelines!

The conference was a very tiring but enlightening event. As Union members it is our responsibility to carry on the CSEA Legacy that those before us created and presently, those that continue to make certain that our union stays strong. CSEA is the largest Classified Union in the nation. It behooves us to continue a tradition that was formed in 1927 by a group of school custodians in

EMPLOYEE SPOTLIGHT

Let's Welcome



NEW
CLASSIFIED
EMPLOYEE

Shalisha Barnett

Are you a local from California? or a transplant from out of state?

I'm from Los Angeles, California

Where did you go to school? what was your major?

CSU Dominguez Hills, Business Management

What do you love about the transfer center?

I love helping our students, to know I played a part in their transfer process. As a transfer student from El Camino College to CSUDH, I did not know the transfer center existed until I got a letter from them in my last semester. I try to give the student all the information I can, to make their transition a smooth one.

What are your day-to-day duties?

I oversee five student workers, prepare our major events such as the MEGA Fair, Mini Fair, Transfer Conference, Transfer Celebration and more, such as requesting space for the events, and ordering food. I set up scheduling for university representatives each semester. I also set up schedules for transfer counselors and federal work study students.

How do you like working at Cerritos College so far?

I've always had a love for Cerritos. I did a bulk of my class work here. From the professors to the staff, everyone is helpful and nice.

But my ultimate favorite is the Cerritos Cafe.

***Congratulations Shalisha! You are a valued new addition to the campus community!
Thanks for letting us get to know you better.***

SAVE THE DATE!

**Holiday
Party**

**December 14th
11:30AM - 1:30PM**

KNOW YOUR RIGHTS!

Employees have a right to union representation at investigatory interviews. These rights have become known as the **WEINGARTEN RIGHTS**.

During an investigatory interview, the Supreme Court ruled that the following rules apply:

Rule 1: The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

Rule 2: After the employee makes the request, the employer must choose from among three options:

- **grant the request** and delay questioning until the union representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the employee;
- **deny the request** and end the interview immediately; or
- **give the employee a clear choice** between having the interview without representation or ending the interview.

Rule 3: If the employer denies the request for union representation and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.



September 15 - October 15

National Hispanic Heritage Month is the period from September 15 to October 15 in the United States, when people recognize the contributions of Hispanic and Latino Americans to the group's heritage and culture.

Each year, Americans celebrate the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America.

The observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period starting on September 15 and ending on October 15. It was enacted into law on August 17, 1988, on the approval of Public Law 100-402.

The day of September 15 is significant because it is the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively. Also, Columbus Day or Día de la Raza, which is October 12, falls within this 30 day period.



Source: www.hispanicheritagemoth.gov



Employee Development Opportunities

Vet Net Ally Training - October 6th, 9am - 1pm, LA103

All members of the campus community are encouraged to attend the Vet Net half-day seminar on Friday, October 6 to learn about the needs and concerns of military service members, student veterans and how to support them. At the end of the seminar, participants receive a decal to display as an ally to campus veterans and active service members. Please RSVP at www.cerritos.edu/registration, it will ask for your Cerritos College log in information. New employees may not be on the FLEX Reporter, please contact Monica Acuña to be added.

Safe Zone Training - October 13th, 8:45am - 12:30pm, LA103

The Safe Zone Network is a group of community college members who are committed to addressing issues of importance and safety to the LGBTQ (Lesbian, Gay, Bisexual, Transgender, Questioning/Queer) community through education and advocacy. Members of the Safe Zone Network participate in a four-hour introductory workshop on issues of awareness and resources for the LGBTQ community. Once members have completed training, they will receive a Cerritos College Safe Zone sticker to display, so students will be aware who they can safely approach to ask questions, discuss any issues they may face, or be referred to resources that can assist them. Please RSVP at www.cerritos.edu/registration, it will ask for your Cerritos College log in information. New employees may not be on the FLEX Reporter, please contact Monica Acuña to be added.

Lunch and Learn - October 17th, 11am - 12:30pm, Student Center Stage

The Safe Zone Lunch and Learn series is a lunchtime workshop. Lunch and dialogue will be provided. This session builds on the Safe Zone Ally Training, however, completion of the Safe Zone Ally workshop is not required. Please RSVP at www.cerritos.edu/registration, it will ask for your Cerritos College log in information. New employees may not be on the FLEX Reporter, please contact Monica Acuña to be added.

Workplace Bullying - October 24th, 11am - 12pm, LC155

Attendees will learn and understand the dynamics of bullying and be empowered to create real workplace change. Content will cover how to manage workplace bullying behavior, how to identify, stop, and prevent abusive conduct that could create hostile work environments. Please RSVP at www.cerritos.edu/registration, it will ask for your Cerritos College log in information. New employees may not be on the FLEX Reporter, please contact Monica Acuña to be added.

CalSTRS Planning for your retirement - October 26th, 11am - 12pm, LA103

This workshop is designed for our members who are close to retirement and are looking for information on the steps you need to take to make an informed decision.

CRTL - Exploring Mindsets - October 27th, 10am - 12pm, SS140

CRTL - The Meaning of Culture and Race - December 8th, 10am - 12pm, SS140

CULTURALLY RESPONSIVE TEACHING AND LEARNING. Please RSVP at www.cerritos.edu/registration, it will ask for your Cerritos College log in information. New employees may not be on the FLEX Reporter, please contact Monica Acuña to be added.

Remember, you will need permission from your manager to attend these workshops during work hours.

Earn Your Diversity Certificate

Diversity Certificate Purpose

The Diversity Certificate exists to create educational, professional development, and training opportunities to raise awareness of and build skills in: social identities and prevalent diversity issues, as well as advocacy, problem solving, cross-cultural empathy, leadership, and understanding. It aligns with the Diversity and EEO Plans and provides opportunities to self-reflect, explore personal biases and cultural influences, and to apply these skills to an individual's own role at Cerritos College.

Diversity Certificate Cause

The Diversity Certificate exists to advance the College's EEO and Diversity Plan to foster a campus culture in which all members of the community, (1) feel safe, respected and valued; (2) are invited to participate fully, sharing their unique gifts, talents and backgrounds; (3) increasingly recognize the value of perspectives that differ from their own; and (4) understand that diversity and inclusion are key priorities of the College as stated in the Cerritos College Mission.

Level I

Awareness - Promotes self-reflection, raises awareness, and explores the fundamentals of diversity and inclusion

1. Culture of Respect
2. Culturally Responsive Teaching and Learning/Implicit Bias (w/self-assessment)
3. 2 modules of Culturally Responsive teaching and learning (CRTL) or an approved workshop, event, or opportunity that provides attendees an opportunity to explore or become aware of sociopolitical, political, and/or economic diversity of the human experience at local, regional, or global levels; the experience should enable attendees to develop a fundamental understanding of the complexities of living in increasingly diverse and interconnected societies.

Level II

Advance - Strengthen skills through gaining knowledge and understanding of nuanced diversity and inclusion issues

1. Chose any two of the following: Safe Zone, Vet Net Ally Training, DSPS Learning Series, AB540 Ally
2. Brown Bag/Diversity Dialogue
3. Any approved workshop, event, or opportunity that encourages critical or creative thinking, analysis, research about or understanding of people, and institutions in different communities and cultures, including, but not limited to: cross-cultural analysis, communication, or leadership' historical and contemporary inequities such as those associated with race, ethnicity, class, sex, and/or gender, sexual orientation, nationality, ability, religion, creed, age, and socioeconomic status; power, inequality, marginality, and social movements, and support effective cross-cultural communication skills.

Level III

Application - Provides a concrete opportunity to implement an impactful diversity and inclusion initiative.

1. Diversity Action Project Incubator (Starting Fall 2018)
2. FIG
3. Mentorship

Certificate recipients will be honored at the annual awards banquet and will give 2-3 minute statements about what they learned through the certificate program.

Visti www.cerritos.edu/registration to enroll in workshops and get started today!





Spooktacular Savings for CSEA Members!

Have a ghoulishly good time at one of many amusement parks that feature Halloween events at a discount to CSEA members.



California's Great America Halloween Hunt

The Halloween Haunt features mazes, scare zones, live shows, and monsters around every dark corner. Enter if you dare, survive if you can. Fridays, Saturdays, and Sundays September 22 – October 29.



Knott's Scary Farm

The fully transformed theme park encompasses 13 uniquely haunted mazes and attractions, sinister shows and more than 1,000 horrifying creatures lurking in the fog and hiding in every corner of the park. NOT recommended for children under 13. Select nights until Oct. 31.



Knott's Spooky Farm

Celebrate the spooktacular Halloween season at Knott's Spooky Farm, a family-friendly Halloween celebration geared towards families with kids ages 3-11. ADMISSION INCLUDED WITH GENERAL TICKET PURCHASED THROUGH MEMBER BENEFITS STORE. The daytime festival will return this year on weekends until Oct. 29, and on Halloween Day.



LEGOLAND Brick or Treat Party Nights

Be sure to come dressed up and enter our famous costume contest. There's so much fun, you'll want to have a Halloween sleepover at the LEGOLAND Hotel. Visit LEGOLAND.com for the not-too-scary details. The entire park is open after dark every Saturday in October.



SeaWorld's Halloween Spooktacular Weekends

Get in the spooky spirit, join delightful Halloween dance parties and let the little ones trick-or-treat throughout the park in a safe, family-friendly environment. ADMISSION INCLUDED WITH GENERAL TICKET PURCHASED THROUGH MEMBER BENEFITS STORE. Spooktacular takes place every Saturday and Sunday through Oct. 29, 2017.



Six Flags Magic Mountain

Fright Fest offers terrifying haunted mazes, roaming zombies, the scariest clowns on the planet and spooky shows. For the little monsters, a Trick or Treat Trail and Halloween Crafts round out the activities during the daylight hours; but once the clock hits 7 pm, the ghouls come out to haunt the park. Maze passes are required for entrance into mazes and may be purchased through Six Flags Magic Mountain online or at the park. October 6-8, 13-15, 20-22, 27-31.



Universal Studios Hollywood's Halloween Horror Nights

Save up to \$31 on select nights, tickets as low as \$64/night, select nights. Frequent Fear Pass – Come again & again up to 15 nights. Save \$20! This year's event features more Mazes than ever before including: The Shining, All New - American Horror Story, Ash v. Evil Dead, and an ALL NEW Jabbawockeez Show.

Visit www.csea.com/halloween to purchase tickets online.

CSEA State Organization Business

California School Employees Association



AFL-CIO

Duarte Chapter 25

Is Proud to be Hosting

CSEA ***Board of Directors Meeting***

October 14, 2017
9:00am - 1:00pm

Located at DUSD Performing Arts Center
1401 Highland Ave., Duarte, CA 91010

Continental breakfast will be available at 8:00am

***What an exciting opportunity for Duarte and all of
Area G CSEA members to showcase our surrounding
school districts and solidarity!***

Chapter 25 hopes to see you there!

For more information please call or text Alicia Brieno, Duarte Chapter 25 President at 626-533-2579
or email at abrieno@duarteusd.org



**KEEP
CALM
AND GO TO THE NEXT
UNION
MEETING**

Chapter Meetings

CHAPTER MEETINGS

are held on the 4th Wednesday of every month. CHAPTER MEETINGS are located in LC 51 at noon.

EXECUTIVE BOARD MEETINGS

are held on the 2nd Wednesday of every month. E-BOARD MEETINGS are located in LC 51 at noon.



**YOUR
MENTAL HEALTH
IS IMPORTANT**

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