

**CSEA CLIPBOARD***"We are only as strong as our members."***FALL 2018****Negotiations Update****We have presented the District with the following proposals to date:**

**9/6/18 Article 7 Vacations:** we proposed a new system of requesting vacation that uses email to verify the date of request and to shorten the timeline for managers to reply to requests.

The District countered with additional language for possible denial of requests. They want no change to the time managers may take to respond to requests, but stipulated that if a manager did not respond to a request within the timeline, the request would be deemed approved. We have not had further discussion of this topic to date.

**9/7/18 Article 14 Bereavement Leave:** we asked the district to make Aunt and Uncle equivalent to all other family members listed, and that all bereavement leaves be 5 days.

The district countered with no change to the language but the addition of a 30 day limit, from the time of death, to take the leave. We countered, rejecting the 30 day time limit, leaving Aunt and Uncle status quo, and still asked for the 5 days. We have not had further discussion on this topic to date.

**Also on 9/7/18 Article 24 Announcement of Job Openings:** we proposed to the district that the language in this article be updated to have employees notified via email, rather than a bulletin board, of classified job openings.

The District offered to send email announcements of job openings as they are posted on the HR website.

**Article 5 Compensation:** we have proposed the addition of a 6th step to the salary schedule which would be a 4.5% percent increase from step 5. In addition, we have proposed an overall increase to the salary schedule of 2.7% (COLA) plus an additional overall increase to the salary schedule of 3%.

We have proposed a new system of determining shift differentials as well as an increase to differential pay.

We have proposed new educational differentials that would give a percentage salary increase to an employee who earns a higher degree than what their job description calls for.

The District has not yet responded to these proposals.

**The District has brought the following proposals to CSEA:**

**9/7/18 Article 15 Industrial Accident and Illness Leave:** The District is proposing new language that more accurately reflects what the process is for employees returning to work from an industrial accident or illness.

We have not responded to this proposal to date.

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Continued on next page

Negotiations Update, Cont.

**9/28/18 Article 23 Organizational Security-Payroll Deduction:** The District proposed eliminating this article because of the Supreme Court "Janus" decision.

We countered on 10/8/18 that payroll deductions were still necessary to collect dues from members.

**Also on 9/28/18 Article 17 Child Rearing:** the District proposed changes to the language and title of the article to more accurately reflect current law on this topic.

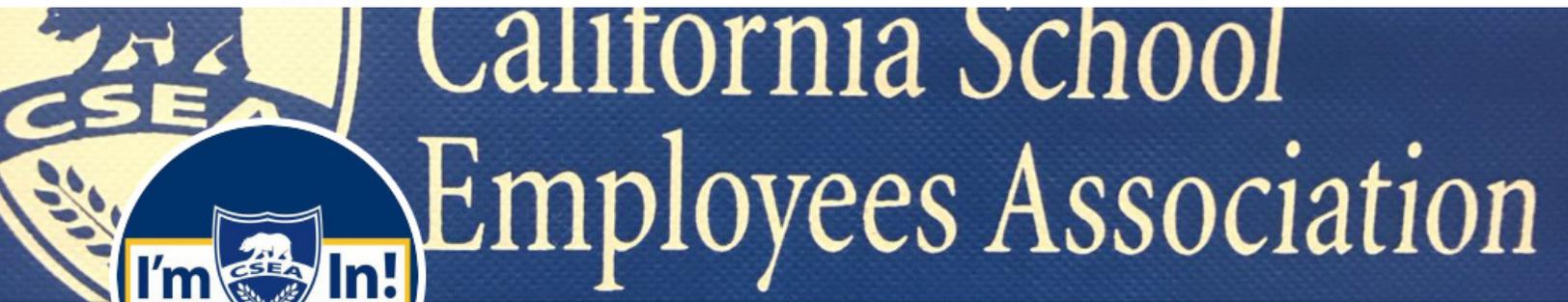
We have not had further discussion on this topic to date.

**10/18/18 Article 7 Hours of Employment:** The district proposed amending 7.7 Mandatory Overtime and 7.11 Right of Refusal for campus police Officers, Sergeants, and Dispatchers to comply with Lexipol policies adopted by the Board of Trustees.

We have not responded to this proposal to date.



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CSEA #161 - CC @Csea161 · Oct 24

Simply the best! RIP Dr. Michael #CerritosCollegePresident #kindSoul #genuine #Respect #Fair



cerritoscollege @cerritoscollege Remembering Dr. Michael...

Reply Retweet Like 1 Message

## IN MEMORIAM

*This year, we have mourned the loss of some extraordinary members of our campus community.*



## Miriam Mignonette Tolson

June 29, 1955 – August 7, 2018

**M**iriam was born in Birmingham, Alabama and relocated to Los Angeles in 1957. She graduated from Los Angeles High School and attended West LA College. In 1977, Miriam married and had 3 children. Miriam worked at Cerritos College, as well as the Inglewood and Norwalk - LaMirada School Districts. She retired in June of 2018 after 22 years of dedicated employment and service. Miriam lived every day richly and her light shone brightly; her enthusiasm was contagious! She was selfless and compassionate. Her bright smiles and warm hugs brought comfort and joy to countless individuals on this campus. She will be missed.



## Frederick Peter Williams

February 21, 1949 – August 8, 2018

**F**red was born in Point Pleasant, New Jersey. He joined the Navy right out of high school. While docked in Long Beach on military leave, he met his future wife Dolores. He and Dolores were married in Los Angeles after fulfilling his duties in the Navy. Fred started his employment here as an adult hourly and became a classified Maintenance Mechanic in 1975. When the plumber retired in 1981, Fred got the job. He continued in that position until his retirement in 2007. Fred and Dolores had one daughter, Kathleen, who attended Cerritos College and graduated from the nursing program. Fred was a hunting and fishing enthusiast and went on many camping trips with other Cerritos College staff. After his retirement, Fred and his wife Dolores had enjoyed many weeks of travel.



## Johnny Lamont Freeman

May 31, 1948 – March 23, 2018

**L**amont was born in Fresno, California. He attended Manual Arts High School where he played Varsity Football. After graduating in 1966, he attended L.A. City College and Occidental College where he continued to play football. In 1968 Lamont was drafted into the U.S. Army. While in the Army, Lamont was an MP, served a tour of duty in Vietnam and served several years in the Army Reserve. When he returned to L.A., Lamont completed a course in electronics at Devry Institute of Technology. He began working at Cerritos College in the IT Department 1989. Over his 25 years, Lamont worked his way up to the position of Senior Electronics System Technician. He also served as a CSEA union rep. Lamont loved his job and the people he worked with. He rarely missed a day of work. Lamont retired in August of 2015. He enjoyed retired life, spending time with his family and friends.

## VIEWS FROM THE CALIFORNIA LABOR MOVEMENT

# #MeToo Legislation Leads the Way with Help from Unions

September 12, 2018 | By ALEXANDRA CATSOULIS (Source: calaborfed.org)

The #MeToo movement has empowered women (and men) from all walks of life to speak out against the sexual harassment they've endured. The movement originally rose to prominence in the wake of the inescapable headlines revealing the trauma and abuse workers were enduring in Hollywood. But unfortunately, those silence breakers are only a fraction of working people suffering day to day from abuses on the job.

Most victims of sexual assault do not have access to a public platform. In fact, many suffer in silence, terrified of the consequences they may endure for speaking out. This is especially true for low-wage workers who are vulnerable to exploitation. Historically, unions have been the strongest advocate for vulnerable workers in all industries. This year, unions made it a priority to protect all California workers from these abuses.

Unions were on the frontline for working people in the Capitol this legislative session to ensure that the #MeToo movement gives all women a voice no matter their industry or socioeconomic status. Unions successfully pushed groundbreaking legislation protecting workers against sexual harassment and other abuses on the job.

Jennifer Beuthin writes in The OC Register:

“Over the Labor Day weekend, the California Labor Federation’s legislative director tweeted a host of legislative victories this year alone that resulted from workers standing together in their unions. Many of these advancements would provide tangible and real protections for all workers against harassment and discrimination called out in the #metoo movement.”

Our bills are incredibly vital in the fight against sexual assault in the workplace and with an upsurge in forced arbitration across the country, bills like AB3080 (Gonzalez Fletcher) are both groundbreaking and absolutely necessary to protect California workers.

Alexia Campbell and Alvin Change wrote in Vox:

“The rise of mandatory arbitration has made it nearly impossible for workers to seek legal justice for wage theft, overtime violations, and job discrimination. This secretive system also has the potential to hamper the #MeToo movement. Women are coming forward, often for the first time, with stories of widespread sexual harassment at work, only to discover that they’ve been shut out of the court system because they signed an arbitration agreement.”

In the era of #MeToo and #TimesUp holding harassers accountable,

California can't miss the opportunity to lead on this important issue. That is exactly why unions have been the key drivers on the critical issue of workplace sexual harassment. Here's a list of legislation on sexual harassment that unions have pushed to pass:

**AB 3080 (Gonzalez Fletcher):** One of the most important #MeToo bills in the country, AB 3080 protects working women and all workers against a host of abuses including sexual harassment and wage theft by barring employers from forcing workers to sign rigged arbitration agreements as a condition of employment.

**AB 3081 (Gonzalez Fletcher):** Joint liability for companies using temp or contract workers when workers are harassed and creates a presumption of retaliation when workers are fired after reporting sexual harassment.

**AB 3082 (Gonzalez Fletcher):** Creates training materials and data collection to address sexual harassment of homecare workers.

**AB 2713 (Rodriguez):** Creates an annual public report about sexual harassment complaints in state agencies.

**SB 1223 (Galgiani):** Creates a construction industry specific training and prevention program to stop sexual harassment and discrimination.

**AB 2358 (Carillo):** Creates protocols for training, prevention, and handling of discrimination and harassment claims in apprenticeship programs and allows unions to deny apprentices to employers who do not protect them from harassment or discrimination.

**AB 2079 (Gonzalez Fletcher):** Creates an advisory committee to prevent sexual violence and harassment in the janitorial industry, including peer to peer training.

We've made incredible progress, but the fight is far from over. These bills are on the governor's desk but have yet to be signed. We'll continue pushing for these measures to become law and exploring other options to create a safe workplace for all working people. We urge Governor Brown to sign these critical bills without delay to offer much-needed protection to workers.



## STATE NEWS

# AB 119 – California’s New Employee Orientation Law

*The passage of AB 119 mandates union access to new employee orientations.*

After a year-long battle, CSEA and our allies have succeeded in sponsoring a bill that directs all public employers to give their new employees an orientation about their rights and benefits, and requires union access to those orientations. Gov. Jerry Brown signed AB 119 into law as part of the state budget in July.

The new law requires school districts to inform CSEA of new employees and give our representatives access to new employee orientations. This is beneficial because new employees in districts with CSEA representation will find out immediately what our union can do for them and why it’s important for them to become full members.

AB 119 places an affirmative burden on public agencies to immediately begin doing three things (Gov. Code sections 3555-3559):

1. Providing 10 days’ advance notice of any new employee orientation (Gov. Code §3556);
2. Providing to the union the name, job title, department, work location, work, home, personal cellular telephone number, personal email address, and home address of any new employee within 30 days of hire or by the first pay period of the month following hire (Gov. Code §3558);
3. Providing to the union the information in #2 every 120 days for all employees (Gov. Code §3558)

Our chapter has selected individuals on this campus who have been trained by the CSEA state organization. They will be representing the union in all future new employee orientations.

Some highlights of the training included:

- Introducing the benefits of being a member of CSEA
- Explaining who we are as a chapter, and who are current members (i.e., custodians, administrative assistants, program assistants, program facilitators, specialists, etc.)
- Informing new/potential members of the accomplishments that the chapter achieved for members (i.e., extra floating holiday, COLA, raises, etc.)
- The training also focused on how to have difficult conversations with current members that want to drop their membership because anti-union organizations are telling them “to give themselves a raise and drop the union.” (Learning how to explain that dropping membership will weaken the union.)

A big thank you to those volunteers who will be out there representing us.

(Sources: [www.caperb.com](http://www.caperb.com), [www.csea.com](http://www.csea.com), Quinn Doan)



## ELECTION 2018



## Join Tony Thurmond's fight for our schools

In the November Election, friend of CSEA and champion of public schools Tony Thurmond will face off against a charter school advocate with ties to Donald Trump's Secretary of Education Betsy DeVos.

In this election for Superintendent of Public Instruction, dedicated public servant and Assemblymember Tony Thurmond will face off against billionaire-backed, charter school ally Marshall Tuck. What's at stake is an opportunity for a full-press effort to privatize our public schools.

Association President Ben Valdepeña said electing Thurmond is crucial to protecting our schools, our jobs and our students.

"I hope that every one of you will join me in helping elect Tony Thurmond to be our next Superintendent of Public Instruction," Valdepeña said. "We can't let billionaires buy this election for Marshall Tuck and charter school corporations. We need to stand and fight for our schools and for Tony Thurmond!"

This race is of crucial importance to CSEA's 240,000 members, the 6 million students we serve, and the belief that a fair and appropriate public education is key to opportunity and prosperity for all Californians. Only one candidate shares our commitment to students and the power of their potential: Tony Thurmond.

(Source: [www.csea.com](http://www.csea.com))

# CSEA Voter Guide

**CSEA is supporting a number of candidates in key races that will impact public education and classified employees in the 2018 election. [CLICK HERE](#) to find out what district you vote in and links to incumbent representatives.**

## How CSEA's endorsement process works

Candidates are selected by CSEA's Political Action for Classified Employees (PACE) Committee for recommendation to the CSEA Board of Directors, with CSEA Board Members making the official endorsement. The PACE recommendations are based on candidates' voting records, answers to CSEA's questionnaires and candidate interviews or some combination. Candidates are rated for such recommendation based on issues of importance to CSEA, including school and community college funding, retirement benefit protections, healthcare reform, workers' rights and other issues impacting CSEA members in their work place.

# CSEA-Endorsed Candidates

## will stand up for classified employees and working families

Get out and vote on Tuesday, Nov. 6, or send in your vote-by-mail ballot to ensure our state continues the path to success. These candidates have been identified by CSEA's Political Action for Classified Employees Committee (PACE) as top priorities for the November Election.

### Tony Thurmond for Superintendent of Public Instruction



Thurmond will work for the wellbeing of all students. A longtime educator and social worker, Thurmond believes in the power of public education and will work to provide better educational opportunities to all.

### Gavin Newsom for Governor



Newsom will continue investing in education and will work to increase access to academic and mental health services in our schools while expanding summer and after school programs.

### Xavier Becerra for Attorney General



As a member of Congress, Becerra fought to protect the Social Security benefits of Californians who paid into the program.

### Ed Hernandez for Lt. Governor



Hernandez is an advocate for re-investing in our K-12 public schools, community colleges and public universities.

### Fiona Ma for Treasurer



Ma, a Certified Public Accountant who served on the Assembly and on the State Board of Equalization, has a track record of fighting for California's working families.

### Betty Yee for Controller



A native Californian, Yee has demonstrated leadership in serving as a responsible steward of our tax dollars.

### Alex Padilla for Secretary of State



Padilla is strong advocate for California's public-school students, having fought for public education as a California Senator.

### Ricardo Lara for Insurance Commissioner



Lara supports education and transparency, and will work to expand access to quality, affordable health care coverage for all Californians.

Cast your vote for pro-education, pro-worker candidates by mail or on Nov. 6.  
Visit [csea.com/voterguide](http://csea.com/voterguide) for a full list of endorsed candidates.

FROM ONE OF OUR OWN

# Reflection - 92nd CSEA Annual Conference

## July 29 - August 2, 2018

### Sacramento, California

By Roxanne Mitchell

What an experience! I am so appreciative to the Chapter for letting me attend the 92nd CSEA Annual Conference as one of our delegates. Lucky for me, not too many people were wanting to spend a week in Sacramento in July/August. I was glad that I was going with Yvette Juarez who has been to the conference before. She was able to keep me informed on how things worked and what to expect as well as answer my many questions. Everyone at the conference was very welcoming and willing to help a new delegate.

Both Yvette and I were not able to arrive in Sacramento until later in the evening so we missed the early registration and the Welcome Party on Sunday. Monday began early - Yvette and I still needed to register so we were there at 7:30am and then I had to go to the New Delegate Orientation at 8:00am. After that, our day really began. We started each day with the National Anthem and a salute to one of the services. On our first day, our keynote speaker was a comedian, Craig Shoemaker (you can see some of his comedy on YouTube). He spoke on the power of laughter and positivity and had everyone, including President Valdepena, laughing. The resolutions were discussed and voted upon on Monday and Tuesday. Those days were long, ending at 10:00-10:30pm each evening.

Post-Janus was the hot topic and was being discussed everywhere, including multiple educational sessions on Janus on Wednesday. We attended three education sessions that afternoon and then got ready for our Dinner Dance which had a 1955 Prom theme: "Enchantment Under the CSEA." We had a live band and dj. There was a lot of dancing and everyone had a great time.

Our Executive Director, Dave Low, is retiring after many years of service. I found out that every year he cuts his

ponytail and donates it. This year they had a drawing on who would get to cut his ponytail for the last time. I won. It was made known to me that this was an honor and a really BIG DEAL. I just wish that I had known him before I went on stage to cut his hair.



**Roxanne and CSEA Executive Director, Dave Low**

There was an overwhelming amount of information during this conference and I know that I didn't absorb all of it (but took notes and pictures of the presentations). What really struck me the most was the sense of UNITY. In choosing where we work, we are all part of the same community and we all belong. Also, we are all working together with a single goal - to further education, no matter the background of our students and that education is ageless.



**Chapter 161 Representatives**



# SAVE THE DATE

*This year, the annual  
CSEA Holiday Party  
will be celebrated*

**Tuesday,  
December 4th, 2018  
11:30am - 1:00pm  
@ the South end  
of the  
Student Center**



*Maham*

## Employee Snapshot

Maham Khan - Community Education

### Where were you employed before you came to Cerritos College?

I was working at a non-profit, where I facilitated programs for individuals with intellectual and/or development disabilities. I also coordinated programs for survivors of domestic violence.

### What do you love about the Community Education department?

I feel that everyone in the Community Education department is very welcoming, especially our director, Dr. Patricia Robbins Smith. She is very inspiring and a great person to be around.

### What is your favorite thing about the Cerritos College community?

I think that the community is very supportive, and I love that there are endless opportunities for growth - for students, staff, and faculty.

### What do you like to do in your spare time?

I love art of any kind - painting, sketching, or creative journaling.

### Tell us 3 things that we don't know about you that you would like us to know.

1. I tutor social studies in my spare time.
2. I teach traditional Indian dance once a week.
3. I have read 250 books so far. I love reading!



# A FALCON'S GUIDE TO **SUCCESS**

*Aimed to empower you to grow personally and professionally, this series will be led by President Dr. Jose Fierro and Lead Custodian Alfred Rodriguez*

*It is recommended committing to all four days so you may fully benefit.*

strength life identity talents  
goal career aspiration knowledge  
**PERSONAL DEVELOPMENT**  
plan identity potential awareness confidence strength  
talents abilities aspiration

## ➔ **Growth Mindset**

Friday, September 28 | 1 p.m. – 2:30 p.m.

Location: Teleconference Center

- Learn what a growth mindset is.
- Learn how to develop and benefit from a growth mindset.
- Learn tips to achieve a positive growth mindset.

## ➔ **Setting and Achieving Personal and Professional Goals**

Friday, October 26 | 9:30 a.m. – 11 a.m.

Location: Teleconference Center

- Learn how to set and achieve your personal and professional short-term and long-term goals.

## ➔ **Financial Planning 101**

Guest Speaker: *Cerritos College Alumni and*

*Cerritos College Foundation Board Member Nazih Yehya*

Friday, November 9 | 9:30 a.m. – 11 a.m.

Location: Teleconference Center

- Learn about saving options available through the college.
- Learn how to build and create short-term and long-term financial strategies.

## ➔ **Recipe for Success**

Friday, November 30 | 9:30 a.m. – 11 a.m.

Location: Teleconference Center

- Create your own path to success.
- Develop action steps that are concrete, measurable and attainable.

Please RSVP by following this [link](#), it will ask for your Cerritos College log on information. Flex credit is offered to faculty for this training. New employees may not be on the flex reporter system yet, please contact [Monica Acuña](#) if you cannot log in. If disability accommodations (e.g. communications access, alternate formats) are needed to participate fully in this event, please contact Donna Sheibe at [AccommodationsRequest@Cerritos.edu](mailto:AccommodationsRequest@Cerritos.edu) within seven school days in advance of each training.

#cerritoscollege #falconsforsuccess

# NATIONAL HISPANIC HERITAGE MONTH

September 15 - October 15

This month is National Hispanic Heritage Month, so I'd like to highlight an extraordinary Hispanic woman, Dolores Huerta. Dolores Huerta has worked to improve social and economic conditions for farm workers and to fight discrimination. To further her cause, she created the Agricultural Workers Association (AWA) in 1960 and co-founded what would become the United Farm Workers (UFW).

Activist and labor leader Dolores Fernández, better known as Dolores Huerta, was born April 10, 1930, in Dawson, New Mexico, the second child of Juan and Alicia (Chavez) Fernandez. The young family struggled, and by the time Dolores was 3, her parents divorced and her mother moved Dolores and her two brothers to Stockton, California. Dolores maintained a relationship with her father, who later became a union activist and a New Mexico state assemblyman. Juan's own political and labor activism later proved inspirational to Dolores.

After graduating from Stockton High School, in 1947, Dolores Fernandez went through a marriage, the birth to two children and a divorce. After a series of unsatisfying jobs, she returned to school and eventually completed a teaching degree at Stockton College, part of the University of the Pacific. She briefly worked as an elementary school teacher, but resigned because she was so distraught over the poor living conditions of her students, many of them children of farm workers.

Determined to help, in 1955, she and Fred Ross started the Stockton chapter of the Community Services Organization (CSO), a grassroots group that worked to end segregation, discrimination and police brutality and improve social and economic conditions of farm workers. During this time, Dolores married Ventura Huerta, another labor activist. The couple would go on to have five children.

In 1960, Dolores Huerta started the Agricultural Workers Association (AWA). She set up voter registration drives and lobbied politicians to allow non-U.S. citizen migrant workers to receive public assistance and pensions and provide Spanish-language voting ballots and driver's tests. During this time, Dolores met Cesar Chavez, a fellow CSO official, who had become its director.

In 1962, both Huerta and Chavez lobbied to have the CSO expand its efforts to help farm workers, but the organization was focused on urban issues and couldn't move in that direction. Frustrated, they both left the organization and, with Gilbert Padilla, co-founded the National Farm Workers Association (NFWA). The two made a great team. Chavez was the dynamic leader and speaker; and Huerta the skilled organizer and tough negotiator.

In 1965, the AWA and the NFWA combined to become the United Farm Workers Organizing Committee (later, simply the United Farm Workers). That year, the union took on the Coachella Valley grape growers, with Chavez organizing a strike of all farm workers and Huerta negotiating contracts.



**Dolores Huerta**

Dolores Huerta, cont.

After five hard years, the United Farm Workers (now affiliated with the American Federation of Labor and Congress of Industrial Organizations) signed an historic agreement with 26 grape growers that improved working conditions for farm workers, including reducing the use of harmful pesticides and initiating unemployment and healthcare benefits. Around this time, she was credited with coining the phrase “sí se puede,” or “yes we can,” as a means of spurring union members onward through tough times.

In the 1970s, Huerta coordinated a national lettuce boycott and helped create the political climate for the passage of the 1975 Agricultural Labor Relations Act, the first law to recognize the rights of farm workers to bargain collectively.

During the 1980s, Dolores Huerta served as vice president of the UFW and co-founded the UFW’s radio station. She continued to speak for a variety of causes, advocating for a comprehensive immigration policy and better health conditions for farm workers. In 1988, she nearly lost her life when she was beaten by San Francisco police at a rally protesting the policies of then-presidential candidate George H. W. Bush. She suffered six broken ribs and a ruptured spleen.



**Dolores leads a UFW rally in 1988**



**Dolores wearing the Presidential Medal of Freedom, given to her by Barack Obama in 2012.**

Dolores Huerta has been honored for her work as a fierce advocate for farm workers, immigration and women. She received the Ellis Island Medal of Freedom Award and was inducted in the National Women’s Hall of Fame in 1993. That year proved bittersweet for her as she also experienced the passing of her beloved friend Cesar Chavez.

In 1998, she received the Eleanor Roosevelt Award, a year before she stepped down from her position at the United Farm Workers. In 2002, she received the Puffin/Nation Prize for Creative Citizenship. The \$100,000 award provided her the means to create the Dolores Huerta Foundation, whose purpose is to bring organizing and training skills to low-income communities.

At the 2018 Academy Awards, Huerta walked the red carpet alongside many A-list celebrities, before taking the stage with nine other activists during a performance of Common and Andra Day’s Oscar-nominated song “Stand up for Something.”

Huerta continues to lecture and speak out on a variety of social issues involving immigration, income inequality and the rights of women and Latinos.

(source: [www.biography.com](http://www.biography.com))

## Chapter 161 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 the Burnight Center Green Room at noon.