



CSEA CLIPBOARD

"We are only as strong as our members."

SPRING 2018

President's Message

Dear Colleagues,

Let the spring semester come to a close and let the summer vacations begin!

Thirty-Four Colleagues Retiring

On behalf of the classified staff, I would like to thank all of you for your hard work and dedication to the students, staff, and college during your career. We will definitely miss your presence and exceptional service to the campus. The years you have worked here have been marked by unsurpassed efficiency and excellence. It will be difficult to replace the knowledge and expertise you all have in your respective jobs. Of course, Cerritos College will move forward, but it will not be without some hiccups and the feeling of emptiness that you leave behind. Please keep in touch with your friends and visit often, if you find that you have the time. May you fully enjoy the fruits of your retirement years in good health and with loved ones. Congratulations on your retirement!

Negotiations Update

Our negotiation process began with the chapter submitting its proposal outline to the Board of Trustees. While we wait for the district to set up meetings, the committee is hard at work on creating a full proposal. The following articles are in the initial proposal; Article 1 - Recognition, Article 4 - Grievance Procedures (specifically, binding arbitration), Article 5 - Compensation, Article 6 - Health and Welfare Benefits, Article 7 - Hours of Employment, Article 10 - Evaluation Procedures, Article 14 - Bereavement Leave, and Article 24 - Announcement of Job Openings. Please stay tuned for further updates as we go through the process.

Classified Week - May 21st-25th

It is time to celebrate the hard work that we do, day in and day out. If you have the time, the Executive Board is hosting some events throughout Classified Week, so stop by and enjoy a cup of coffee, a delicious pastry, or a banana split. Also, on Monday, May 21st, please be sure to wear your blue CSEA shirt to show support for all of your fellow classified employees. If you do not have one, then any blue blouse or shirt will do.

Employees of the Month

Congratulations to this year's Employees of the Month and to the Employee of the Year! I hope that everyone attends this year's classified awards ceremony, which will be held at 11 am on Thursday, May 24th. It is a wonderful opportunity to honor and celebrate some of our fellow classified employees, as well as a chance to enjoy a great lunch and some fantastic conversation with our colleagues.

Budget Update

The district has expressed concerns about the Governor's new proposed funding formula, because if implemented, the college could lose a significant amount of money. Stay tuned for the Governor's May Revise, which will provide us with more details about the plan for the new funding formula.

Lynn Laughon
Chapter President, CSEA

Chapt 161 Executive Board

President

Lynn Laughon, ext. 2290

1st Vice-President

David Ward, ext. 2645

2nd Vice-President/Chief Job Steward

Ed White, ext. 2308

Secretary

Monique Valencia, ext. 2797

Corresponding Secretary

Kim Applebury, ext. 2127

Treasurer

Yvette Juarez, ext. 2405

CPRO

Sarah Pirtle, ext. 2439

Congratulations!

The following employees have met Years of Service milestones:

| | |
|----------|--|
| 15 YEARS | Donna M. Sheibe , Human Resources |
| 15 YEARS | Jeanne D. Harmon , Liberal Arts |
| 15 YEARS | Linda Tan , Library |
| 15 YEARS | Anna Fischer , Student Success |
| 15 YEARS | Yesenia Ramirez , Student Support Services |
| 20 YEARS | Chhay "Joey" H. Ear , Admissions and Records |
| 20 YEARS | Carlo G. Velazquez , Campus Police |
| 20 YEARS | Shirley A. Arceo , Student Activities |
| 20 YEARS | Adriana Leguizamon , Student Support Services |
| 20 YEARS | Linda K. Casey , Technology |
| 20 YEARS | Carolyn Reed , Technology |
| 30 YEARS | Alphonse Mejia , Information Technology |
| 30 YEARS | Cheryl A. Thury , President's Office |
| 30 YEARS | Beverly K. Keck , Technology |
| 35 YEARS | Bryan K. Leighliter , Facilities |
| 35 YEARS | Anthony T. Gonzales , Information Technology |
| 45 YEARS | Bruce Tanner , Information Technology |



SAVE THE DATE

See the honorees at the

Outstanding Classified Awards

Thursday, May 24th at 11:00am, Student Center

STATE NEWS

Governor wants millions of working-class Californians to go to college online. Not everyone is sold.

April 3, 2018 Adolfo Guzman-Lopez (Source: KPCC)

Governor Jerry Brown is ramping up his campaign to convince legislators to fund a new, wholly online community college, arguing that millions of working-class Californians will then be able to take skills-building classes.

But not everyone is sold on the idea that more virtual-only classes will solve problems for Californians struggling to access the job training they need to obtain higher-paying work.

And while some current California community college students say they see clear promise in expanding the state's public educational offerings available online, others say they've already struggled to make their experiences in virtual classes match the quality of brick and mortar options.

"For me, I think it would be convenient," said Tam Luong, a resident of West Covina who works at a leather goods factory in San Dimas. "[Sometimes] you have to work, you don't have time, and can stay home and take some [classes] online."

Luong earned her associates degree a decade ago, but decided to work part-time in a nail salon to take care of her young son. She started working in the leather factory about a year ago as her son entered the 11th grade. Her current job is monotonous and she'd like to get a promotion at her company to leave the shop floor.

"Later if my English [gets] better, and I learn more computer [skills], I would like to work in the HR office," she said.

Luong is taking a ten-week evening class called Essential Office Skills, offered by Mt. San Antonio Community College in West Covina. She'd like to take some of the college's human resources classes.

According to Mt. San Antonio College administrators, the office skills course has helped workers move up in a constantly changing workplace. The class teaches students effective communication in an office setting, reviews the essential computer programs they'll need to be an office worker, and guides them to write a convincing resume and land a job.

Some of the other 18 students enrolled in this class work in home health care – moving the elderly from beds to wheelchairs – while

others have worked in warehouses and retail. Some are retired and others are unemployed.

CRACKING THE GLASS CEILING

Their jobs aren't necessarily low wage, but they lack the growth potential of other professions.

"I enjoy the money," said Myrna Ortiz of the restaurant server job she's had for six years. "I don't enjoy the shifts and the fact that I don't get any benefits."

She's enrolled in this class because she feels like she's hit a glass ceiling at work.

"There's no way I can be a manager. Our managers have gone to school, gotten their degrees," Ortiz said.

As state legislators consider approving the governor's request to fund the new online college's start-up costs – estimated at \$100 million – and an additional \$20 million in yearly operating expenses, some student feedback and research suggests a new online college won't entirely solve this population's continuing education needs.

Some of the online college's strongest supporters are making the case to the public that the costs are justified because the pool of potential students – blue collar workers between the age of 25-34 who have a high school diploma but no college degree – hovers around 2.5 million. The proposal does not include target enrollment for the first year but does propose the first classes should open in the fall of 2019.

All three of California's public college and university systems offer online classes. But none of these higher education systems run a wholly online campus.

Several students in the Essential Office Skills class have taken online classes and their experiences, combined with their experiences taking a class face-to-face, provide an insight into how well – or not – both classes work for students.

"Now after taking online classes, personally I regret that decision," Ortiz said. "Because I can't concentrate at my house, it's not as easy."

College online cont.

Additionally, her night shifts at work make it hard for her to get real-time feedback from her instructor.

“I can work at 11 o'clock at night, [and] I'm assuming that's when he's sleeping because he does teach other classes,” she said. “And he responds at eight in the morning, and I'm already sleeping or I'm on my way to work.”

HOW ONLINE COMPARES TO BRICK AND MORTAR

It's this kind of juggling of home responsibilities, along with work and class schedules, that contribute to lower pass rates in online classes compared to traditional brick and mortar classes.

“Online learning, it provides access but access is only half the battle,” said U.C. Irvine education researcher Di Xu. “They also need to provide sufficient support in order to engage them and help them get through the course.”

In a 2016 study she co-authored, Xu found online students passed their classes at a rate three percentage points lower than their peers taking in-person classes.

That study focused on students in Washington state, but California's top community college administrators said they find a similar gap in this state. Efforts to close that gap will help shape the way the new online college takes form.

“What we want to do in this environment is add that additional mentorship, that additional coaching, that additional support for these individuals to be able to gain access to those skills and demonstrate those skills to their employers,” said Eloy Oakley, the chancellor of the 114 campus California Community College system.

THE WORK SO FAR

His office has funded a research and development project called the Online Education Initiative that began working with campuses in 2014 to create online classes that better engage students in learning and do more to support them with tutoring. That project has helped create online classes that use methods found to get more students to pass classes.

Researchers believe those efforts puts the proposed online college on good footing.

“The community colleges, partly through the efforts of their Online Education Initiative, have been able to increase the use of best practices in online settings and have seen increases in course completion rates in online settings,” said Hans Johnson, director of the Higher Education Center at the Public Policy Institute of California.

Governor Brown has spoken about the online college in urgent tones that are echoed by Oakley and others. For profit colleges and colleges outside California such as University of Phoenix, Western

Governors University, and Arizona State University have been leaving California community colleges in the dust in the online learning arena.

“California is the biggest state of enrollment for all of these colleges,” Oakley said. “We are desperately trying to catch up and the more we wait the further we're going to fall behind.”

There's also an urgency among some of the students in the new college's target population. It's an urgency that has to do with making sure that the steps they're taking now will lead to better work.

“[I want to] have a stable position, have stable hours, not to work every weekend, every holiday, because that's what I do now,” said Myrna Ortiz as she finished a break in Essential Office Skills and returned to the classroom with 18 other students eager to find better work.



Cerritos College Chapter #161

Classified School Employee Week

May 20 – 26, 2018



This year, GIFT CARDS will be raffled off 2x a day, Monday through Thursday! All current CSEA members will have their names automatically entered in the raffle.

MONDAY, May 21st

Wear a CSEA T-Shirt - *If you don't have one, any blue shirt will do!*

Coffee and Muffins - *Grab a hot cup of coffee with a healthy side of fruit or a giant muffin!* Located at the shade structures north of the Library, 9:30am - 10:30am

TUESDAY, May 22nd

The CSEA CHALLENGE - *Four teams of four will test their abilities to communicate, plan, problem-solve, think critically, and resolve conflict. Not only will this challenge be physical, it will test the mental strength of each competitor.* Located at Falcon Square from 12:00pm - 12:30pm. To register for this activity: <https://goo.gl/forms/rnFn0JiWRro89eqw1>

WEDNESDAY, May 23rd

CSEA Family Feud - *This popular game is back again. This year, the teams will consist of the CSEA Executive Board vs. Administration.* Location TBA, 12:00pm - 1:00pm

Banana Splits - *Yep, you read that right, BANANA SPLITS!* Located at the Administration Quad, 2:30pm - 3:30pm

THURSDAY, May 24th

Outstanding Classified Awards Ceremony - *Let's celebrate our fellow employees and enjoy lunch.* Located in the Student Center, 11:00am - 12:30pm

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 the Burnight Center Green Room at noon.

CSEA EDUCATION

CSEA's next annual conference is coming up. Do you understand the process and terminology?

(Source: www.csea.com)

CSEA's next Annual Conference will be held July 29 – Aug. 2, 2018 at the Sacramento Convention Center. This year, our chapter is sending Yvette Juarez and Roxanne Mitchell, along with our chapter president, Lynn Laughon. If you're not sure what some of the terminology is or how some of the conference events work, here are some of the basics:

Who are Conference delegates?

All conference delegates are CSEA members who are locally elected or appointed to attend conference by members of the chapter they are representing. As they do at every conference, delegates spend the week gathering information, debating resolutions and budgets, and casting votes on behalf of their chapters back home. In addition to the formally scheduled events, these dedicated members take advantage of the annual gathering to discuss their challenges and exchange ideas with one another.

What is a resolution?

Resolutions are usually written and submitted by local CSEA chapters well in advance of conference. Each resolution proposes some kind of change to CSEA's policies or constitution and bylaws. Some resolutions propose that CSEA sponsor legislation that will improve conditions for CSEA members and California's public schools. Resolutions are debated by conference delegates and only approved with a majority vote.

How do elections work?

CSEA's constitutional officers (president, vice presidents and secretary) are elected every two years by delegates at conference. The next scheduled election for constitutional officers will be held in 2019. Area directors are elected in the spring by the chapters they represent. During the final business session, they are sworn into office.



What is a business session?

During business sessions, delegates debate and vote on resolutions, discuss and vote on the union's budget and perform other essential tasks that set the course for CSEA.

What is the Benefit Provider Area?

The benefit provider area is a hall dedicated to CSEA standing committees and invited vendors. The committees have booths with information to share on everything from pre-retirement seminars to education and training. As a delegate at the convention you are asked to meet with the vendors and bring information back to those you represent. The vendors bring useful information on insurance programs, money saving benefits and more. Delegates are encouraged to peruse the benefit provider area and bring home as much information as possible to share with their co-workers on bulletin boards, newsletters or in meetings.

What are Ed Days?

Education Days give members practical knowledge they can use on the job. Topics include job skills, union building and personal growth. Workshop presenters include CSEA members and staff, as well as outside volunteers. Workshops are held before business sessions, so delegates can attend without missing any debates or voting.



Employee Snapshot

Donnie Hawkins - Facilities

How long have you worked at Cerritos College?

11 years

Where were you working before you came here?

Los Angeles Unified School District

You work odd hours. Do you like working the early morning shift?

I love working the shift I work because I am a morning person and it allows me to work my second job and get home at a decent time.

What is your favorite thing about the Cerritos College community?

My favorite thing about the campus is the friendly students and staff.

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

1. I'm into real estate
2. I am a stock investor
3. My daughter is my world

DID YOU KNOW?

Did you know that Cerritos College provides its employees with an **Employee Assistance Program (EAP)**?

What is an EAP?

The EAP is a benefit provided by your employer that offers **confidential counseling** and referral services to you and members of your household. This service offers immediate access to professional counselors who will help clarify your problem or concern and work with you to develop a plan of action for resolution. The EAP provides the opportunity of working with a counselor **directly over the phone** and/or **speaking with a therapist** in a **face-to-face** counseling session.



- CALL ANYTIME, 24/7
- FACE-TO-FACE COUNSELING
- STRICTLY CONFIDENTIAL
- EAP IS FREE

Your EAP can help a wide variety of concerns:

- Family/Parenting problems
- Grief/Bereavement
- Alcohol/drug/other addictions
- Eldercare/Childcare issues
- Marital/Relationship issues
- Stress/Anxiety/Depression issues
- Financial/Credit counseling
- Legal referrals

How to contact your EAP

Counselors are available 24/7 at:

1-800-531-0200

inquiries@charlesnechtem.com

www.charlesnechtem.com

Services provided by Charles Nechtem Associates, Inc.

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



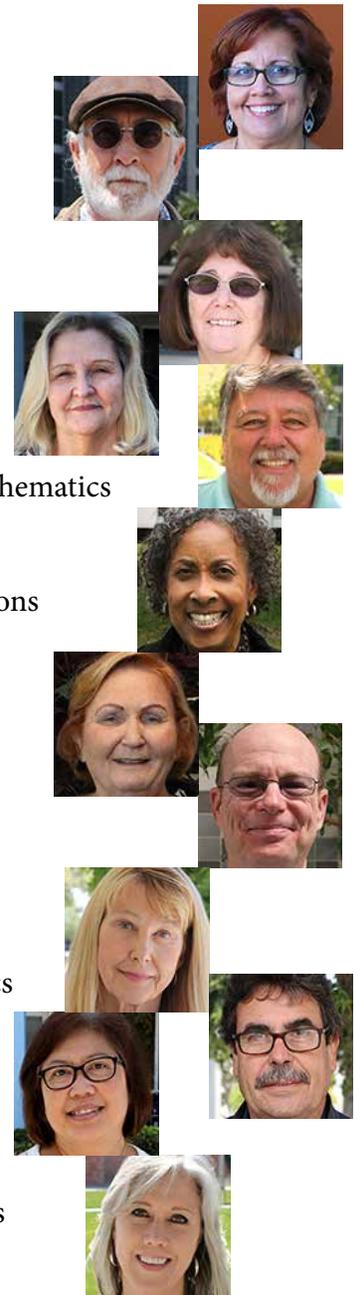
California School
Employees Association

CAMPUS NEWS

34 Classified employees announce their retirement after Golden Handshake is confirmed.

Be sure to say a happy congratulations if you see any of the following employees on campus. Most will be gone by the end of May or June.

| | |
|--------------------|--|
| Algiere, Ray | Senior Technical Support Specialist, Information Technology |
| Atherton, Amparo | Educational Technology Trainer, CTX |
| Boss, Sue | Admissions & Records Technician II |
| Boyce, Karen | Disabled Students Program Specialist, DSPS |
| Brugger, Robin | Assistant Buyer, Library |
| Chambers, Jean | Financial Aid Accounting Technician II, Financial Aid |
| Chambers, Pamela | Program Assistant II, Educational Partnerships & Programs |
| Chaney, Marcia | EOPS Specialist, EOPS |
| Cortez, Veronica | Administrative Clerk I, Admissions & Records |
| Dellimagine, Trudy | Program Facilitator, Community Education |
| Donnell, Arcely | Budget Analyst, Fiscal Services |
| Harkins, Don | Custodian, Facilities |
| Harris, Linda | Instructional Lab Technician III, Science, Engineering & Mathematics |
| Heapy, Suzy | Administrative Secretary II, Library and Student Success |
| Hendricks, Woody | Senior Applications Analyst, Information Technology |
| Kusumoto, Alice | Health Occupations Skills Lab Coordinator, Health Occupations |
| Marques, Ana Maria | Dispatcher, Campus Police |
| Mauinatu, Sala | Instructional Scheduling Specialist, Academic Affairs |
| Mejia, Al | Senior Applications Analyst, Information Technology |
| Melo, Antonio | Custodian, Facilities |
| Metz, Nick | Library Technical Clerk, Library |
| Mussaw, David | Senior Technical Support Specialist, Information Technology |
| Myer, Glen | Pool Maintenance Technician, Facilities |
| Pagano, Doreen | Game Room Assistant, Student Activities |
| Preece, Robin | Administrative Clerk III, Community Education |
| Reichwein, Vangie | Administrative Clerk III, Science, Engineering & Mathematics |
| Reeves, John | Plumber, Facilities |
| Rios, Anita | Administrative Assistant (Confidential), Student Services |
| Tanner, Bruce | Senior Network Administrator, Information Technology |
| Taylor, Marcia | Disabled Students Program Specialist, DSPS |
| Thompson, Robin | Disabled Students Program Specialist, DSPS |
| Tolson, Miriam | Administrative Clerk II, Business/Humanities/Social Sciences |
| White, Ed | Lock Systems Specialist, Facilities |
| Wilson, Esther | Instructional Lab Technician II, Cosmetology |



MAY 2018

LABOR HISTORY MONTH

May in California is Labor History Month. Signed into law as AB 2269 (Swanson) in 2012, its purpose is to encourage schools “to commemorate this month with appropriate educational exercises that make pupils aware of the role the labor movement has played in shaping California and the United States.”

(Source: www.CSEA.com)

A SHORT CSEA HISTORY LESSON

CSEA began in 1927 when a group of Oakland school custodians set out to secure retirement benefits.



A group of nine men and one woman assembled for CSEA's first conference. During the three-day meeting, they established a framework for the union and set an agenda of progress that continued to elevate the status of classified employees for the next 80 years. From the Capitol to the bargaining table, CSEA has pursued the interests of classified employees up and down the state, transforming non-certificated, “support staff” into classified professionals and respected partners in the education community.

1920s

In 1928, just a year after CSEA formed, the union helped push through SB 551, which allowed school districts to establish retirement benefits for all school employees, not just teachers. More importantly, it became the first law on the books recognizing school employees other than teachers and administrators.

1930s

For classified employees (known at the time simply as “non-certificated” workers), the Great Depression era meant more hours and less pay. By the end of the decade, classified employees won the right to paid leaves of absence for illness.

1940s

In the years following World War II, CSEA established itself as an important part of the education community. In just 10 years, membership shot up from 1,400 members to nearly 10,000. Having found strength in numbers, CSEA demanded that basic rights and benefits, which had been enjoyed by teachers for years, should finally be extended to classified employees.

1950s

In 1958-59, CSEA helped establish the “Classified Bill of Rights.” These new laws included the 40-hour week, sick leave, vacation and bereavement leave and laws prohibiting age discrimination. Classified employees, who had long considered themselves partners in education, were finally getting some of the recognition they deserved.

1960s

CSEA continued to gain legal rights through the 1960s. These laws gave classified employees paid holidays, overtime pay, paid on-the-job injury leave, and the right to join a union.

1970s

Despite these gains made at the state level, treatment of classified workers varied greatly from one district to the next. In 1975, collective bargaining gave the union power to negotiate at the bargaining table and to represent employees under the full strength of new labor laws.

1980s

After Proposition 13 passed in 1978, many school programs such as transportation, music, art and athletics began to disappear. Classified employees who worked in those programs lost their jobs or were shuffled around. In 1988, CSEA and the education community supported Prop. 98, which guaranteed a minimum level of state funding for public schools.

1990s

CSEA worked successfully to stop politicians from an attempt to raid employees' pensions to pay for other programs. CSEA also helped stop a harmful voucher campaign that would have undermined the state's public school system.

2000s

CSEA joined forces with millions of other American workers in the AFL-CIO and the California Labor Federation. CSEA also joined coalitions working to achieve adequate school funding, affordable health care and retirement security.

2010s

CSEA worked to recover from the state's sputtering economy and prolonged budget crisis. In 2012, CSEA helps pass Proposition 30 and Proposition 55 to restore school funding and protect crucial services for California students. Today, CSEA represents more than 230,000 workers, making it the largest classified employee union in the nation. The union's success in legislation, contract negotiations, retirement benefits, safety measures and employee rights is a testament to the hard work of all CSEA members.