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

www.cerritos.edu/CSEA
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 Leguizamón, 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

www.cerritos.edu/CSEA
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.
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](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.

[www.cerritos.edu/CSEA](http://www.cerritos.edu/CSEA)
CSEA’s next annual conference is coming up. Do you understand the process and terminology?

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 Mitchelle, 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 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
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
Atherton, Amparo
Boss, Sue
Boyce, Karen
Brugger, Robin
Chambers, Jean
Chambers, Pamela
Chaney, Marcia
Cortez, Veronica
Dellimagine, Trudy
Donnell, Arcely
Harkins, Don
Harris, Linda
Heapy, Suzy
Hendricks, Woody
Kusumoto, Alice
Marques, Ana Maria
Mauinatu, Sala
Mejia, Al
Melo, Antonio
Metz, Nick
Mussaw, David
Myer, Glen
Pagano, Doreen
Preece, Robin
Reichwein, Vangie
Reeves, John
Rios, Anita
Tanner, Bruce
Taylor, Marcia
Thompson, Robin
Tolson, Miriam
White, Ed
Wilson, Esther

Senior Technical Support Specialist, Information Technology
Educational Technology Trainer, CTX
Admissions & Records Technician II
Disabled Students Program Specialist, DSPS
Assistant Buyer, Library
Financial Aid Accounting Technician II, Financial Aid
Program Assistant II, Educational Partnerships & Programs
EOPS Specialist, EOPS
Administrative Clerk I, Admissions & Records
Program Facilitator, Community Education
Budget Analyst, Fiscal Services
Custodian, Facilities
Instructional Lab Technician III, Science, Engineering & Mathematics
Administrative Secretary II, Library and Student Success
Senior Applications Analyst, Information Technology
Health Occupations Skills Lab Coordinator, Health Occupations
Dispatcher, Campus Police
Instructional Scheduling Specialist, Academic Affairs
Senior Applications Analyst, Information Technology
Custodian, Facilities
Library Technical Clerk, Library
Senior Technical Support Specialist, Information Technology
Pool Maintenance Technician, Facilities
Game Room Assistant, Student Activities
Administrative Clerk III, Community Education
Administrative Clerk III, Science, Engineering & Mathematics
Plumber, Facilities
Administrative Assistant (Confidential), Student Services
Senior Network Administrator, Information Technology
Disabled Students Program Specialist, DSPS
Disabled Students Program Specialist, DSPS
Administrative Clerk II, Business/Humanities/Social Sciences
Lock Systems Specialist, Facilities
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.