



# CSEA CLIPBOARD

*"We are only as strong as our members."*

## SPRING 2019

### President's Message

Chapter #161,

It is with great pleasure that I write my first President's Message. It has been a few months of ups, and downs, but I would not change a thing. I have learned a lot about myself and our members, and how we need to work together to bring back member unity.

The CSEA motto is "I'm-In". What does that mean to each of us and how does it affect us? CSEA is more than just a union; it is a community of people that care about each other and their community. The classified staff I know here at Cerritos College care about our fellow members, faculty, managers, and most of all our students. It gives me great pride in our members when I walk by and see so many of our CSEA member helping our community and students, by volunteering for the LA Food Truck distribution of food, our classified representing us on Shared Governance Committees, and going out to our local high schools and representing Cerritos College. I could go on forever with the good things classified staff do. We all play an instrumental role here at Cerritos College. From the members that meet our students at the front door, to the ones that sit behind closed doors. It is our responsibility to help our students meet their educational goals and become responsible members of our communities. Remember we are the backbone of Cerritos College.



We have many things coming up in the next couple of months including the ratification of our Contract, Classified Week, sending member Delegates to the CSEA State Association Conference, and more.

As we move forward in many different directions we as Chapter #161 look to a future that is ever changing. We as members need to remember that we are all brothers and sisters and sometimes we may not always agree on things, let's be optimistic that we can come together to make our Chapter stronger than ever. To encourage stronger bonds with one another our MUP Committee is scheduling training opportunities and several social activities.

I ask that each of us ask ourselves, "What can I do to make Cerritos College Chapter #161 better and stronger?"

I'm-In,  
Kathy S. Hogue  
President, CSEA Chapter #161

### Chapt 161 Executive Board

**President**

Kathy Hogue, ext. 2535

**1st Vice-President**

Danylle Manser-Williams, ext. 2787

**2nd Vice-President/Chief Job Steward**

Alva Acosta, ext. 2633

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Michele Kingston, ext. 2158

**CPRO**

Sarah Pirtle, ext. 2439

**Immediate Past President**

Lynn Laughon, ext. 2290



**“we all move forward when we recognize how resilient and striking the women around us are”**

**- Rupi Kaur**

## Who is Rosie the Riveter?

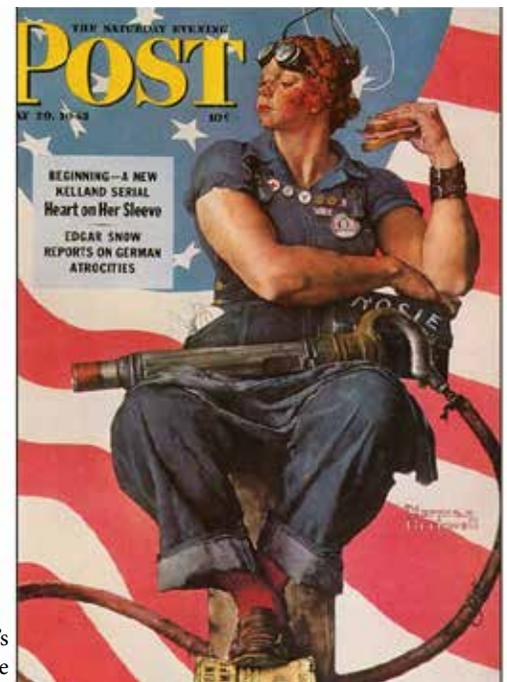
(Source: csea.com)

Now a cultural icon symbolizing working women, female empowerment and solidarity, the name “Rosie the Riveter” was part of a campaign during the beginning of World War II to recruit women into the workforce to fill in for men who had enlisted.

The percentage of women in the workforce increased from 27 percent to nearly 37 percent between 1940 and 1945 as a result of the recruiting campaign. During World War II, women worked in a variety of positions. The aviation industry saw the greatest increase in female workers, with 310,000 women making up 65 percent of that industry’s workforce. The munitions industry also benefitted from high numbers of female workers.

The name “Rosie the Riveter” was first heard in 1942 in a song written by Redd Evans and John Jacob Loeb. The famous “We Can Do It” image was painted by artist J. Howard Miller, who was contracted by the Westinghouse Company to create a series of posters for the war effort. The model for the poster is believed to be Geraldine Doyle, a 17-year-old working at a metal plant in Michigan in 1942.

There were many depictions of Rosie the Riveter during the war, one being a Norman Rockwell painting that appeared on the cover of the Saturday Evening Post in 1943. The iconic image we now know as “Rosie the Riveter” wasn’t associated with the name until 1982, when women’s rights advocates brought it out of the archives to encourage women in the workforce.



Norman Rockwell's depiction of Rosie

## WOMEN'S HISTORY MONTH SPOTLIGHT

# Lucy Gonzales Parsons (c. 1853 – March 7, 1942)

*Labor organizer, orator, and co-founder of Industrial Workers of the World*

This month is Women's History Month, so I'd like to highlight an extraordinary woman, Lucy Gonzales Parsons. Lucy Parsons was a radical labor organizer. In the early 1870s, she and her husband had to flee Texas, where she was from, because of intolerant reactions to their interracial marriage. Throughout her subsequent career in Chicago, she wrote for various leftist and labor publications, and in 1905, she participated in the founding of the Industrial Workers of the World.

A dynamic, militant, self-educated public speaker and writer, she became the first American woman of color to carry her crusade for socialism across the country and overseas. Lucy Gonzales started life in Texas. She was of Mexican American, African American, and Native American descent and born into slavery. The path she chose after emancipation led to conflict with the Ku Klux Klan, hard work, painful personal losses, and many nights in jail. In Albert Parsons, a white man whose *Waco Spectator* fought the Klan and demanded social and political equality for African Americans, she found a handsome, committed soul mate. The white supremacy forces in Texas considered the couple dangerous and their marriage illegal, and soon drove them from the state.



Parsons, 1920

Lucy and Albert reached Chicago, where they began a family and threw themselves into two new militant movements, one to build strong industrial unions and the other to agitate for socialism. Lucy concentrated on organizing working women and Albert became a famous radical organizer and speaker, one of the few important union leaders in Chicago who was not an immigrant.

In 1886, the couple and their two children stepped onto Michigan Avenue to lead 80,000 working people in the world's first May Day parade and a demand for the eight-hour day. A new international holiday was born as more than 100,000 also marched in other U.S. cities.



Parsons, arrested for rioting during an unemployment protest in 1915.

In 1905, she was one of only two women delegates (the other was Mother Jones) among the 200 men at the founding convention of the militant Industrial Workers of the World (IWW) and the only woman to speak. First she advocated a measure close to her heart when she called women "the slaves of slaves" and urged IWW delegates to fight for equality and assess underpaid women lower union fees.

In a longer speech, she called for the use of nonviolence that would have broad meaning for the world's protest movements. She told delegates workers shouldn't "strike and go out and starve, but to strike and remain in and take possession of the necessary property of production." A year later Mahatma Gandhi, speaking to fellow Indians at the Johannesburg Empire Theater, advocated nonviolence to fight colonialism, but he was still 25 years away from leading fellow Indians in nonviolent marches against India's British rulers. Eventually Lucy Parsons' principle traveled to the U.S. sit-down strikers of the 1930s, Dr. King and the Civil Rights Movement of the 1950s and 1960s, the antiwar movements that followed, and finally to today's Arab Spring and the Occupy movements.

Lucy Parsons, cont.

Lucy was an unrelenting agitator, leading picket lines and speaking to workers' audiences in the United States, and then before trade union meetings in England. In February 1941, poor and living on a pension for the blind, the Farm Equipment Workers Union asked Lucy Parsons to give an inspirational speech to its workers, and a few months later she rode as the guest of honor on its May Day parade float.

Lucy Parsons' determined effort to elevate and inspire the oppressed to take command remained alive among those who knew, heard, and loved her. But few today are aware of her insights, courage, and tenacity. Despite her fertile mind, writing and oratorical skills, and striking beauty, Lucy Parsons has not found a place in school texts, social studies curricula, or Hollywood movies. Yet she has earned a prominent place in the long fight for a better life for working people, for women, for people of color, for her country, and for her world.

(Sources: zinnedproject.org, medium.com)

WOMEN'S HISTORY MONTH 2019

### YOU ARE MORE THAN BEAUTIFUL

by Rupi Kaur

I want to apologize to all the women  
 I have called pretty  
 before I've called them intelligent or brave.  
 I am sorry I made it sound as though  
 something as simple as what you're born with  
 is all you have to be proud of  
 when you have broken mountains with your wit.  
 From now on I will say things like  
 you are resilient, or you are extraordinary  
 not because I don't think you're beautiful  
 but because I need you to know  
 you are more than that.

Congratulations!

**CSEA CHAPTER 161, 2019**

**Unsung Hero**

*Yvette Juarez*

Every year the E-Board selects one CSEA member who has gone above and beyond for CSEA and the chapter. This year they have selected Yvette Juarez. Yvette has been a union member since 2002. She earned her Job Steward jacket in 2007, and has served on many CSEA state committees, including Research and Negotiations, Awards Committee, and Member Benefits. Yvette volunteers her time to participate in union protests and election campaigns. She recently was our chapter Treasurer, and is currently the coordinator of our new MUP committee. Thank you Yvette for your service to CSEA and its members!



*Yvette will be honored at a CSEA statewide banquet on May 4th.*

## AROUND THE STATE

**GRASS VALLEY- HOW A CHAPTER IS BORN**

The 45 classified employees of Union Hill School District- which started out as a single-room school house in 1868 and is made up of two schools and a child development center in Grass Valley- had never been represented by a union.

One of the employees reached out to CSEA for help after the district changed how it pays employees who work less than 12 months a year and left her scrambling to pay her bills.

The employee had legitimate concerns that showed the classified employees of Union Hill should organize and join CSEA. After an initial meeting, 12 employees signed up to join. 70% of them signed up to join CSEA, meeting the threshold required to unionize.

After the Public Employment Relations Board officially declares them a bargaining unit, the classified employees of Union Hill can start selecting an e-board, organizing committee and negotiating committee, and begin negotiating their first ever contract.

**CSEA HELPS SAVE JOBS IN OXNARD**

Armed with signs and solidarity, Oxnard Elementary Chapter 272 let the Oxnard school board know that they wouldn't sit idly by while 141 campus assistants lost their jobs just before Christmas.

The board members got the message loud and clear when speaker after speaker got up to defend the campus assistants at their December meeting.

After listening to the compelling testimony and seeing their community riled up about what they were about to do, the board voted 3-2 to keep the campus assistants. They learned they couldn't mess with the livelihood of loyal employees without repercussions.

It all started when Oxnard administrators claimed they would cut all the campus assistants to create a new and improved position when they could've just as easily reclassified the workers- some of whom have been in the district for more than 30 years.

When Chapter 272 members found out about the district's plan, they did what they do best.

"We contacted our members, organized and mobilized them," Chapter 272 Vice President Efrain Cazares said. "In one day, we contacted all 141 campus assistants in person; we set up a meeting and got them together to inform them about CSEA's plans to fight back."

Cazares said he'd never seen such a display of solidarity. "Seeing the quick and positive response from members, leaders, staff and community clamoring for justice, and the power we obtained together, makes me think how worthy it is to belong the CSEA," he said.

**CALEXICO'S FIRST CONTRACT**

After years of negotiating with the district, Calexico Chapter 399 has compiled its first complete contract in 10 years.

While the district and the chapter had come to agreements during the last 10 years, none of them were ever reconciled into an official contract. This means there was no documentation to reference and no foundation about what the rules were. Sr. Labor Relations Representative Michael Breyette and chapter leadership worked for nearly three years to agree on a formal contract with the district.

"We had to start from the beginning, but we stuck through it," Breyette said.

Their work paid off because they negotiated a contract and made some gains for the chapter members. The new contract includes:

- 15 percent in salary over three years including an off-schedule, one-time payment
- Fully-paid healthcare benefits
- The removal of several waivers that were unfavorable for the employees

**'ME TOO' CLAUSE DELIVERS VISION BENEFITS IN VALLEJO**

Vallejo Chapter 199 got the fully-paid vision coverage they wanted, saving members \$8-\$10 per paycheck.

Chapter negotiators had been asking for fully-paid vision insurance, but the administration of Vallejo Unified wanted the chapter to give up a reclassification effort in return. The chapter didn't think the exchange was fair and refused. However, because the chapter had a "me too" clause, when the Vallejo teachers' union got fully-paid vision coverage, the district had to give it to the classified employees as well.

(Graphic and stories courtesy of Focus Magazine, March/April 2019 issue)

## NEW CLASSIFIED EMPLOYEE SPOTLIGHT



Sara

## Sara Chavez Counseling Department

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

Yes, I am a local. I grew up in Bellflower and was a student here.

### I've seen you on campus for years! What was your prior position?

I was an adult hourly from 2000-2009 and primarily worked for Student Services.

### What do you love about the Counseling Department?

What I love about the Counseling department is that I can help someone in need everyday.

### What are your day-to-day duties?

My primary duty consists of assisting students, schedule counseling appointments, but also have other duties that relate to the Counseling department.

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

Everyone's willingness to make a difference.

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

Spend time with my family. My family means everything to me.

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

1. I love to help others.
2. I love to spread positivity.
3. I am a Cerritos College alumni.



Andres

## Andres Zuniga Information Technology

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

California local

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

Little Lake City School District

### What do you love about the IT Department?

The team spirit and support from the department

### What are your day-to-day duties?

Desktop support

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

I feel welcome

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

Cycling

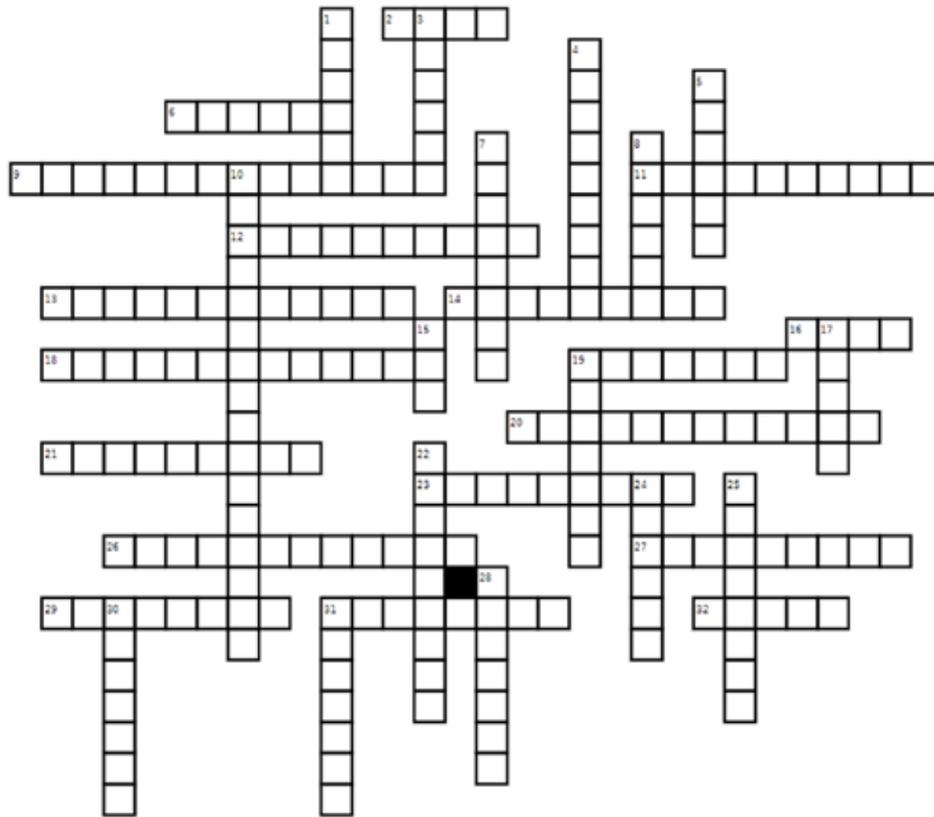
## Request for Submissions

I find that these interviews allow me, and I hope you as well, to get to know new or current employees on campus. I am requesting that you, the membership, conduct some of these interviews as well! Whether they are an officemate, or a new employee you have just met. Share them with the rest of us! A few simple questions will do. Send them to me at [spirtle@cerritos.edu](mailto:spirtle@cerritos.edu) during the remainder of the semester, and I will publish them in the Summer newsletter. I'm looking forward to it!

- Sarah Pirtle, CPRO

# CSEA Chapter #161

## CROSSWORD CHALLENGE



### Down:

1. A list of expenses earmarked for the upcoming year.
3. To move an action of business. A majority vote is required for the \_\_\_\_\_ to pass.
4. Join one of these to represent the classified staff.
5. A list of items to be discussed at every meeting
7. Fill this out if you work overtime (2 words).
8. You need to be an \_\_\_\_\_ member to participate in fun union activities.
10. Ask for this when you've been working out of your job description and need your pay to reflect that.
15. A CSEA staff member who has been trained by attorneys and assigned to our chapter to help our Job Stewards handle unfair labor practices (abbr.)
17. CSEA Organization
19. A summarized record of the proceedings at a meeting.
22. Executive Board member responsible for taking down the minutes of every meeting.
24. The chapter passes motions by \_\_\_\_\_ on them.
25. Executive Board officers attend a \_\_\_\_\_ to ensure that they will serve the membership to the best of their abilities.
28. We give a small donation from our paycheck every month to support this club that enables CSEA's political arm to reach federal, state, and local candidates.
30. CSEA's retirement system
31. Department that processes your paycheck.

### Across:

2. CSEA's new slogan (2 words)
6. The Executive Board selects one \_\_\_\_\_ Hero every year.
9. List of your duties and requirements on the job (2 words).
11. An annual event hosted by CSEA to vote on resolutions, adopt a budget, elect Association officers, and present major awards.
12. Cerritos College employees who can join CSEA
13. The team that fights for your benefits and salary increases.
14. Last name of CSEA State Organization President
16. Portion of your paycheck that supports the union.
18. This member keeps our campus looking green and trim.
19. A gathering of members to discuss the monthly agenda.
20. A collection of Articles used as a guide for conducting union business properly.
21. This member will clean up a large spill.
23. This board consists of 8 members and sometimes bring items to the membership for a vote.
26. Foundation that helps members in need (2 words).
27. Executive Board member responsible for turning over all financial records to the Audit Committee.
29. This is well-deserved time off when we need a break away from work.
31. Members who only work 10 months out of the year (2 words).
32. An undivided or unbroken completeness or totality

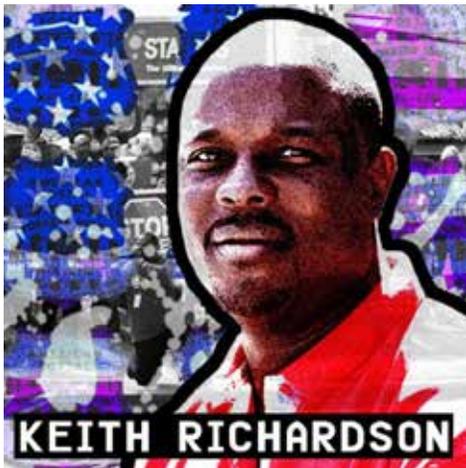
## BLACK HISTORY MONTH SPOTLIGHT

# Keith Richardson

*Labor activist and current president of the American Postal Workers Union, Local 1*

Unfortunately, this newsletter has come after Black History Month, so I wanted to highlight a young man who is a present leader in the intersecting movements to protect and expand the rights of African Americans *and* working families.

Keith Richardson is a dedicated young African American activist who is making things happen in today's labor movement. Raised in a union family, he learned the value of activism and togetherness early in life.



Richardson got his start in the labor movement 14 years ago, when he went to work for the U.S. Postal Service (USPS) as a clerk and joined the Postal Workers (APWU) after graduating from high school in Chicago. Since then, he has won election to various APWU local and state executive board positions. He also serves as the Central Region director of the American Postal Workers Accident Benefit Association (APW-ABA). Richardson is also a trustee with the Illinois Labor History Society.

His commitment to the movement and continued hard work led him to be appointed to the AFL-CIO Young Workers Advisory Council (YWAC), and later, he was elected YWAC co-chair.

Richardson continues to devote his time and effort in educating his co-workers and the public in his area about the USPS' disastrous deals with companies like Staples that would take away decent wages and benefits from postal employees and shift mail to low-wage workers at Staples where the sanctity and the security of mail would be compromised.

As a black man from the West Side of Chicago, Richardson has had to face many bumps on the road, but he continues on his journey by setting a trail for upcoming young activists to follow.

(Picture and text courtesy of aflcio.org)

**“History is a great teacher. Everyone knows the labor movement did not diminish the strength of the nation, but *enlarged* it. By *raising* the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed levels of production. Those who attack labor forget these simple truths, but *history* remembers them.”**

- Martin Luther King, Jr.



AFL-CIO

# Learn **NOW** how CalPERS pays you later

## CSEA sponsored Pre-retirement Seminar for CalPERS members of all ages!

CSEA's Pre-retirement Committee has arranged a FREE seminar. All K-12, Community College and County Office of Education CalPERS Members and Guests are welcome.

**DATE: Saturday, March 30, 2019**

**LOCATION: Whittier City School District Office  
7211 Whittier Ave.  
Whittier, CA 90603  
Seminar Location: Board Room**

**REGISTRATION  
8:30 – 9:00 a.m.**

**SEMINAR  
9:00 a.m. – 12:00 p.m.**

CalPERS presenter will provide booklets. Additional materials including Social Security and Retiree Unit Information will be distributed by CSEA.

*Please Note: Attendance at this seminar allows you to request an individual appointment with CalPERS 90 days in advance of your retirement date.*

**Light refreshments will be provided.**

- Pre-registration is encouraged. Call **(800) 632-2128, ext. 1007**  
**Please listen carefully to the message—all you need to do is leave your name to register in advance.**
- If you have any questions, contact your Pre-Retirement Resource Committee Member as follows:

Melissa Romanek  
Area G Pre-retirement Resource Committee Member  
Email: [meligirlcsea299@gmail.com](mailto:meligirlcsea299@gmail.com)

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

# What's a MUP?

(Source: csea.com)

The Membership Unity Program was first established by CSEA over twenty years ago as a program to promote increased chapter unity and effectiveness. MUP has evolved over the years, and today, it provides chapter leaders with tools, techniques and training that they can use to build stronger and more effective chapters, with members who are informed, active and unified.

CSEA MUP chapters write and carry out their own customized internal organizing plans that are designed to both strengthen their chapter, and address the particular needs of their members.

This year, Chapter 161 applied and was accepted into the MUP! Their slogan is: **TeamU - Together Everyone Achieves Member Unity**

They will have until May 2019 to complete the following goals:

- Increase member attendance to chapter meetings
- Develop a site rep/job steward program
- Get our "Potential Member" number down and increase Victory Club members

**The MUP committee will reach these goals through special events, trainings, and outreach. Keep an eye out for these upcoming new opportunities to get involved and strengthen our chapter membership!**



SAVE THE DATE  
*Classified School  
 Employee Week*  
 May 19 - 25



CSEA Region 3, 2019

**Rising Star**  
 Recipient

Region 3 is proud to acknowledge Sarah Pirtle as our Rising star. For the last several years, she has designed the region's conference t-shirts without expecting a thank you.



Her creativity and ability to design shirts and flyers at a moment's notice is unparalleled by any other. Her volunteerism and teamwork exemplify what it truly means to be a union member.

Thank you Sarah!

## 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 LC 51 at noon.