

CSEA CERRITOS COLLEGE CHAPTER 161



AFL-CIO

CERRITOS COLLEGE

**OUR MISSION:
TO IMPROVE THE LIVES OF OUR MEMBERS,
STUDENTS AND COMMUNITY**

Union Brothers and Sisters:

Thank you to those members who joined us at the February 24th Chapter meeting. We want to share information and actions taken at this meeting.

- We welcome Ramona Mellgoza as the Corresponding Secretary! She was a single nominee and is duly elected. Our Regional Representative, Jody Grenier, did the honor of installing Ramona as our new Corresponding Secretary. Please join us in welcoming Ramona.
- We completed the second reading of the proposed constitutional changes and will be sending the final document to CSEA Headquarters to be vetted by their process.
- The members were presented with the Annual Financial Statement and Report of the chapter's financial records audit.
- The members present approved the purchase of gift cards to be raffled off at chapter meetings, and we will begin the raffle at the March chapter meeting from the members who joined us at the February chapter meeting as listed on the minutes.
- The members present approved a bereavement donation to the family of Refugio Estrada.

We want to extend a personal invitation to all members to join monthly executive board and chapter meetings—remember they are through Zoom, so add the dates below to your calendars. See you soon!

We leave you with this quote from **John F. Kennedy**:

“Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours, and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor.”

In Unity,
Executive Board
CSEA Cerritos College Chapter 161

Upcoming Executive Board Meeting

Wednesday, March 10, 2021
11:00 am via Zoom
Meeting ID: 954 8742 6425
Passcode: 271414

Upcoming Chapter Meeting

Wednesday, March 24, 2021
12:00 pm via Zoom
Meeting ID: 925 0186 2514
Passcode: 490283

CHAPTER 161 NEWS

Congratulations to our January 2021 Employees of the Month!



Marilu Garcia, Program Assistant II in the Educational Partnerships & Programs.

Please view our previous employees of the month at this link:

[Outstanding Employees of the Month 2020-21](#)

Also, don't forget to nominate a fellow colleague, who you believe has positively contributed to Cerritos College [Nominate an Employee of the Month](#)

Don't forget to sign up for the President's Speaking Series for Spring 2021!



Our newly elected 2nd Vice President/Chief Job Steward, Amna Jara (AJ) will be presenting during the 3rd session, on Friday, March 26, 2021 at 10:00am. The workshop is titled, **F for Focus**, with a focus on your well-being and learning practical self-care tips. Here is the link for more information and to sign up, [2021 Presidents Speaker Series](#)

Covid Hours

Board of Trustees approved to extend paid 2-weeks to all employees should they not have any Vacation or Illness/ PN time due to Covid-19 exposure or quarantine.



You're invited to join us for a virtual
CalPERS Benefits Education Event,
March 24 and March 25

Learn about your benefits and ask questions of our experts at our upcoming virtual event. Each day includes 10 live, instructor-led classes and 20 virtual information rooms hosted by our CalPERS programs and partnering organizations.

Whether you're early through midway in your career, or retirement's around the corner, it's important you understand all there is to know about your CalPERS benefits. It's never too early to start planning for your financial future.

RESERVE YOUR SPOT

Follow these five easy steps to help prevent the spread of COVID-19



Sneeze or cough? Cover your nose and mouth with a tissue or use your elbow.



Wash your hands often with soap and water for at least 20 seconds.



Clean and disinfect surfaces around your home and work frequently.



Keep at least 6 feet between yourself and others if you must be in public.



Wear a cloth face covering over your mouth and nose when around others.

★ KNOW ★ — YOUR — RIGHTS

- If a supervisor calls you into a meeting, you may have reason to have your union representative present. These are your rights:
- If you think the meeting might lead to discipline, reprimand or dismissal, you have the right to union representation.
- Immediately notify your job steward or other union representative of your meeting with management.
- If the purpose of the meeting is investigatory and could lead to discipline and you have requested union representation, the employer must stop the meeting or reschedule it until a representative is present.
- You must ask for union representation. The employer does not have to advise you of your rights.
- If you request union representation and it is denied, you have the right to refuse to answer any questions that could be used against you. However, do NOT refuse to attend the meeting. CONTACT your representative immediately.

Remember, you must demand your right to union representation.

This is your right under the 1975 U.S. Supreme Court Weingarten Decision.

THE BASICS OF A GRIEVANCE

Question:

What is a grievance?

Answer:

A 'Grievance' is a formal written allegation by an individual unit employee who has been adversely affected by a violation, misinterpretation, or misapplication of this agreement's specific provisions.

A grievance is a violation of our CSEA contract for Cerritos College Chapter 161. It is imperative that you know where to find the chapter documents and look them over so you know what is in our governing documents.

You may download the Constitution and Bylaws here:
<https://www.cerritos.edu/csea/documents.htm>

If you need a consultation, please reach out to any of the Job Stewards, and we will work with you to investigate the concern and provide you with feedback on how to move forward.

JOB STEWARDS

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Michele Kingston
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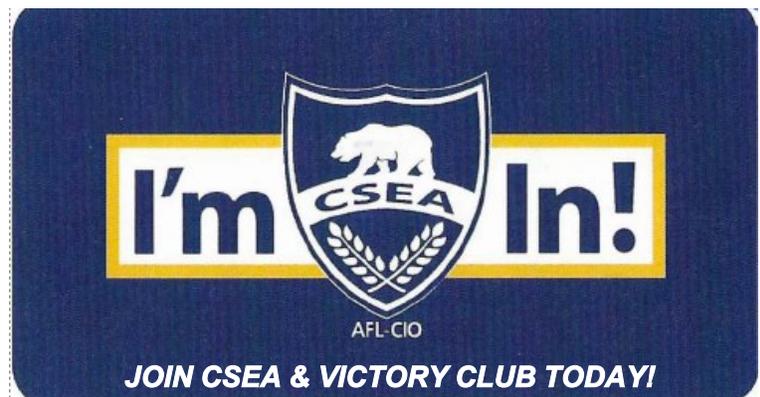
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EXECUTIVE BOARD

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1st Vice President

Erik Duane
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2nd Vice President/Chief Job Steward

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CPRO

Isabel Aguilar
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Past President

Kathy Hogue
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NEGOTIATIONS UPDATE

- The 2020-21 Initial Proposal is scheduled to be presented to the Board of Trustees at the March 3rd meeting and will then be open for public comment and acted upon at the April 21st Board of Trus-tees meeting after which we will begin the negotiations process.
- The MOU for the Business Systems Analyst job description has been signed by the negotiations team and a townhall meeting was conducted on Thursday, February 25th. The election process will be taking place so be on the lookout and take some time to vote on this MOU. Every vote counts and everyone's voice is important in our process.
- You should have received an email asking for volunteers to serve on the upcoming negotiations committee that is for the 3-year con-tract affecting 2021-22, 2022-23, 2023-24. The meeting is scheduled for March 3rd at noon.

Meeting ID: 914 1181 9606 and Passcode: 730932

2020-21 NEGOTIATING COMMITTEE

*NEGOTIATIONS TEAM

Chief Negotiator

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Are you joining the
Negotiating Committee?
Mark your calendars for
Bargaining Academy on
Saturday, March 20th!

This monthly publication is created
by: CSEA Cerritos College Chapter
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For questions, please contact
Isabel Aguilar, CPRO
iaguilar@cerritos.edu

EMAIL MESSAGE RECEIVED FROM DR. FIERRO, CERRITOS COLLEGE PRESIDENT

Dear Colleagues,

I would like to share some of the good work we are doing on campus with regard to COVID-19 safety protocol efforts. Campus leadership provided an [update at this week's Board meeting](#), and I am sharing the highlights with you. The Board of Trustees consistently states that the safety of our employees and students is a top priority, and this topic will be a recurring agenda item at future board meetings.

On-Site Testing

I am pleased to share that we were just approved to be able to conduct COVID-19 PCR employees and students. Test results will take about 48-72 hours. More information regarding this partnership is coming soon.

Vaccine Distribution

The LA county 7-day average testing positivity rate is currently around 6 percent, which is very good considering it was much higher in the past. Vaccine distribution continues to be an issue, with the most recent challenge being transportation delays caused by winter storms. The LA County Department of Public Health has the capacity to vaccinate up to 1 million people per week if more vaccine supply becomes available. As of now, approximately 1.6 million have been vaccinated in LA county and approximately 500K people have received the second dose.

Beginning March 1, educators (that includes all Cerritos college employees) will be allowed to make appointments to receive the vaccine in LA County. Keep in mind, however, that the county has not received any additional allocation of vaccines, so appointments may be difficult to schedule.

Cerritos College is authorized to become a local vaccination distribution center through CalVax but we are awaiting an allocation of vaccines. Not all of the 100+ higher education institutions in LA County will receive allocations of vaccines; some of us may have to go through county sites or partner with other institutions to be able to receive them. As of now, our top priority is to secure vaccines on campus for interested employees. We also continue to advocate to the county so that we can become a community vaccination site.

It is unlikely that students will be eligible for vaccines at this point in time. Young people may be eligible to be vaccinated around June or July. I want to point out that the majority of our students are in the age group with the highest transmission rate, and they often present as asymptomatic. Also, remember that because we are still in the [Purple Tier](#), there are many restrictions that continue to prohibit the gradual reopening of our campus.

Reopening

A campus reopening date continues to be an elusive target. At this time, we are hoping for a partial reopening in spring 2021, but we cannot yet determine to what extent that may be. By fall 2021, we are considering an expansion of some of our offerings. We believe we will have more clarity in a month or two as vaccinations become more available. We will also be taking into account the **campus survey results**. Campus leadership is also developing initial protocols to expand offerings for the fall semester.

Return to Campus Survey

Early next week, we will send a survey to each of our employees. We will be asking for your feedback regarding returning to campus and vaccines. The goal of this survey is to obtain a general understanding of how our campus community feels about returning to campus.

CONTINUED ON NEXT PAGE.

Contact Tracing and Student Health Services

Dr. Mennella and the Student Health Services staff continue to do phenomenal work to ensure the health and wellbeing of our students and employees. You may be aware that they follow established COVID-19 protocols and use a system called Optimum HQ to prescreen students who come to campus, conduct temperature checks, and provide daily access wristbands. They established several [Campus Wellness Screening Assistants at various locations on campus](#).

In addition, SHS staff regularly conduct contact tracing and exposure management for the campus. They have undergone training and traced over 146 cases thus far. Working with faculty, they conduct contact tracing within one business day of being notified. Staff ascertain where the student was on campus, who they interacted with, and make contact with individuals accordingly. While unfortunate, an affected student will have to miss class and quarantine for a minimum of ten days. Staff update Optimum HQ so that the student cannot enter campus once quarantined, and they report cases to the Department of Health. SHS staff checks in with individuals to see how they are feeling and whether they retest. Once the student is cleared to return to campus, the system is updated and appropriate contacts are notified.

Air Filtration and Ventilation in Buildings

Vice President Lopez and the Facilities Department are rolling out HVAC system modifications to provide better air filtration and ventilation in our buildings. The campus is moving toward [MERV 13](#) filters in all campus buildings, which trap small particles more effectively than filters with lower MERV ratings. The filters also meet efficiency criteria toward LEED green building certification. Our Health and Wellness Complex is already equipped with these filters as it is LEED certified. Phase 1 of the rollout will be to upgrade the filters in occupied buildings, and Phase 2 will be to upgrade the remaining buildings by the start of the fall 2021 semester.

While there is no specific recommendation to prevent COVID-19 transmission via HVAC systems, the American Society of Heating and Air-Conditioning Engineers (ASHRAE) suggests that upgrading to MERV 13 or higher filters is a worthwhile step in emergency response plans.

Employee and Student Communication

Vice President Flores-Church and Human Resources are working hard to update our campus procedures in accordance with the new state law [AB 685](#), which allows the state to track COVID-19 cases in the workplace more closely and includes specific requirements on how we notify employees about cases on campus. We continue to provide written notice to employees who may have been exposed to COVID-19 within one business day. The communication includes information on our leave policy, employee protections, and district safety protocols. We also report cases to the Department of Public Health, including instances of an outbreak, which is defined as three or more employees that test positive in the same worksite (i.e. building) in a 14-day period. We have not had any outbreaks to date.

We accomplish these efforts by maintaining a database to track employees on campus; this information is also utilized should contact tracing become necessary. Managers report cases via a disclosure form, then the District provides notice to employees followed by a districtwide notice for Clery compliance. Student communication is similar to employee communication, with notices to students sent from Public Affairs.

To conclude, **make sure you take a moment to complete next week's survey related to COVID-19**. Your safety remains a top priority and your feedback is incredibly important. Have a great weekend and stay safe.

Have a great weekend,
Jose

Jose L. Fierro, D.V.M., Ph.D.
President/Superintendent
Cerritos College
11110 Alondra Blvd
Norwalk, CA 90650

THIS EMAIL WAS RECEIVED ON 02/19/2021 at 9:20 PM

CSEA COMMUNICATIONS



CSEA had its 5th Annual Health + Welfare Symposium. Our local chapter leaders had the opportunity to attend this three-day symposium. CSEA has their Foleon with agenda and presentations available for a limited time, and you can access those documents by clicking the [Health & Welfare Symposium](#) link.

Do you want to learn how safe your hospital is?

- [Leapfrog Safety Grade](#) offers you tools to find out what grade your hospital has. Learn more at their website.

Do you have an American Fidelity plan?

- Watch this 51-second [American Fidelity Video](#) on the benefits of an [American Fidelity account](#).
- If you have an FSA account, you can find the [FSA Eligibility](#) list of items.
- Don't forget to sign up for their mobile app.

Are you a member of Kaiser Permanente?

- Did you know KP has a wellness and health section on their website? You can find information on Mental health, Social health, and Lifecare planning but not only that, you can view fitness classes, discounts on activity watches, and so much more. Visit [Kaiser Permanente's](#) website.
- KP has a section on their website where you can get more information about the [COVID-19 vaccine](#).
- Don't forget to sign up for their mobile app.

A focus on personal well being was a topic of one of the workshops.

James Crader, a Bio-behavioral coach took us on an adventure of body movement and mindful breathing exercises. You can sign up for free MoveLab classes by clicking the image below:



We were also fortunate to have Dr. Uche Blackstock as the Closing Keynote Speaker on Health Equality. We have heard a lot about equity recently and the need to achieve it. There are no words for how eye opening and enlightening her presentation was. Unfortunately the recording of her presentation is not currently available but you can follow her on twitter here:



CSEA BENEFITS

We are Essential – Show your Pride!!!

We are essential to keeping our schools and community colleges running safely and efficiently – whether students are on campus or not. We have risen to the challenges presented by a global pandemic and have persevered to support the evolving needs of California students. Remind everyone that you are essential with a graphic logo, Zoom background or Facebook profile frame.



Free “on demand” informative webinars

CSEA Member Benefits has a number of informative webinars available “on demand” for members to view when it works for their schedule. There is currently:

[Tax Tips with H&R Block Stimulus Payments Basics](#)
[CSEA Free College Programs for You and Your Family Members](#)
[How to Become a U.S. Citizen](#)

We plan on adding to this library of free educational webinars on an ongoing basis. Look for most current list of “on demand” webinars under the “Professional Conferences and Free Educational Webinars” tab at www.csea.com/benefitsguide.

Looking to Refinance or Purchase a Home?

Check out the Union Plus Mortgage Program - Interest rates continue to be at historic lows. Check out the special offers for CSEA members with the Union Plus Mortgage Company. They offer conventional FHA and VA loans with special benefits for CSEA members and their family members, including a \$500 gift card on closing, and first-time homebuyer and veteran’s awards. In addition, there are protections in place that could save your home in case of disability or layoff. Go to www.unionplasmortgage.com for all the details.

Auto and Home Insurance through United Insurance Partners

Did you know that both members and their family members can take advantage of auto and/or home insurance through CSEA’s approved benefit provider, UIP? The average member saves \$421 per year. United Insurance Partners is an authorized agent with many of the top insurance companies available, enabling them to find the right fit just for you. They also provide motorcycle, RV, and renter’s insurance, as well as other supplemental insurance products. Receive a \$10 Starbucks e-gift card just for obtaining a no-obligation auto insurance quote. Also, for each no-obligation auto insurance quote, \$2 will go back to your local CSEA chapter! Call them today at (800) 707-2360 or go to www.cseabenefits.com.

Spring is almost here! Ongoing discount with Farm Fresh to You

Take advantage of fresh, organic produce and grocery item subscription delivery at a 15 percent discount with Farm Fresh to You. CSEA members receive an ongoing 15 percent discount on subscription of contactless delivery of fresh, organic grocery items such as fresh fruit, vegetables, dairy, eggs, meat and more. In addition to the ongoing 15 percent off, Farm Fresh to You is offering a one-time \$15 credit to anyone that signs up with a new account in the months of February and March. Each delivery comes with news from the family farm, delicious recipes, and quick tips. Note: Not all zip codes in California are covered at this time and these zip codes have partial delivery restrictions: 93001, 93103, 93105, 93108, 93110, 93111, 93117.

Email Neily Messerschmidt at nmesserschmidt@farmfreshtoyou.com if you have questions. Visit the [Farm Fresh link](#) to get started today.

JOIN US

Classified School Employee Week coming up May 16-22, 2021



In 1986, California Senate Bill 1552 established the third week of each May as Classified School Employee Week, after an idea that was proposed at CSEA's Annual Conference a couple years prior, in order to recognize the vital contributions of classified employees. We are pleased to announce that the theme and logo has been chosen for this year: "Essential Workers: Getting it Done."



Becoming a member is easy!

Just fill out our online application*

[Join CSEA](#)

[Download Application Instructions](#)

*Application hosted by HelloSign