

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 March 24th Chapter meeting. We want to share some information and a few actions taken at this meeting.

- The Santa Fe Field Office will be hosting a phone bank to help our local chapters recruit members on May 19th, from 4:30-6:30 pm. Please email hlim@csea.com if you are interested in volunteering.
- Constitutional change – the second reading was completed for Article VII, Section 2 . The membership approved the constitutional change and HQ will make the final approval.
- The 2021 CSEA Annual Delegates are Irlanda Lopez, Erik Duane, Kathy Hogue, and Michele Kingston.
- Our March giveaway winners are Alva Acosta, Miguel Arias, and Mario Morales. Congratulations!

On another note, I want to share that nearly 5,800 workers in Bessemer, Alabama, are casting their ballots in a [historic election](#) to decide whether to form Amazon s first warehouse in a union. Employees are faced with the company blanketing anti-union propaganda across their workplace. Why? Because unions help workers negotiate better wages, ensure proper working conditions, benefits like health insurance, and retirement to name a few. Their election ends on March 29th. We stand in solidarity with the workers of Bessemer, Alabama.

We want to extend a personal invitation to all members to join monthly executive board and chapter meetings—remember they are held via Zoom. See you soon!

We leave you with this quote from Barack Obama:

“It was the labor movement that helped secure so much of what we take for granted today. The 40-hour workweek, the minimum wage, family leave, health insurance, Social Security, Medicare, retirement plans. The cornerstones of the middle-class security all bear the union label.”

In Unity,
Executive Board
CSEA Cerritos College Chapter 161



Upcoming Executive Board Meeting

Wednesday, April 14, 2021
11:00 am via Zoom
Meeting ID: 990 5566 1508
Passcode: 931243

Upcoming Chapter Meeting

Wednesday, April 24, 2021
12:00 pm via Zoom
Meeting ID: 926 7594 7295
Passcode: 363626

CHAPTER 161 NEWS

Congratulations to our February 2021 Employees of the Month!



Diana Madueno, Student Events Specialist in Student Activities.

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](#)

REMINDER: Sign up for the President's Speaking Series for Spring 2021!



Our 2nd Vice President/Chief Job Steward, Amna Jara (AJ) will be presenting at the rescheduled 3rd session, on Friday, April 2, 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 President's Speaker Series](#)

We are [Essential](#) – Show your Pride!!!

We are essential to keeping our schools and community colleges running safely and efficiently – whether students are oncampus 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.

Check out the available “We are Essential” artwork to download for your social media or Zoom background.



NEGOTIATIONS UPDATE

- The 2020-21 Initial Proposal was presented to the Board of Trustees at the March 3rd meeting and is now open for public comment. The proposal will be acted upon at the April 21st Board of Trustees meeting after which we will start the 20-21 negotiations process.
- The Return To Work Memorandum of Understanding (RTW MOU) counter was received on Wednesday March 24th and it appears we are now closer to an agreement. Once the Team gets that agreement completed we will get that document into your hands for review and then hold town hall meetings before a ratification vote.
- The 21-24 Negotiations Committee was selected at the March 3rd meeting. Your 2021-2024 Committee members are: Erik Duane, Kathy Hogue, Michele Kingston, Carmen Lizarraga, Irlanda Lopez, Ramona Mellgoza, Roxanne Mitchell, Sarah Pirtle, Mayra Radillo, Jan Senf, and Joy Senf-Zarrahay.

EXECUTIVE BOARD

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Kathy Hogue
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2020-21 NEGOTIATING COMMITTEE

NEGOTIATIONS TEAM

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★ 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.

DID YOU KNOW?

Question:

Do you know what Weingarten Rights are?

Answer:

Weingarten rights guarantee an employee to stop the meeting and ask for Union representation if the employees feels the result will lead to a disciplinary action.

Once the employee requests for Union representation, the supervisor must stop the meeting until a representative has joined the meeting. This could mean the meeting might need to be rescheduled.

It is important that you know your rights and are clear about communication that you want Union representation present. It is imperative that you do not leave the meeting if the super-visor denies your request or keeps talking/asking questions. You may remain quiet and are not obligated to answer any questions, but you are required to sit and listen until the supervisor adjourns the meeting.

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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CSEA COMMUNICATIONS

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION - GOVERNMENTAL RELATIONS REPORT FEBRUARY 2021

The following summarizes the bills the CSEA Board of Directors have taken a Sponsor, Support and Oppose position on which affect classified employees, public schools and community colleges during the 2021/2022 Legislative Session. The brief summaries of bills in this report are not intended to substitute for the legal text of the legislation. For further information regarding a particular bill, including bill text and analyses, please visit the Official California Legislative Information webpage at <http://leginfo.legislature.ca.gov/>

SPONSOR

AB 22	(McCarty (D)) Transitional Kindergarten
Purpose:	To expand transitional kindergarten to all 4-year-olds by the 2030-31 school year. This is introduced pursuant to Resolution 5 from 2019.
Status:	Assembly Education
AB 275	(Medina (D)) Probationary Period Parity
Purpose:	To conform the probationary period for community college classified employees working in non-merit districts with that of community college classified employees working in merit districts and in K-12 districts from one year to six months.
Status:	Assembly Higher Education
AB 289	(Calderon (D)) Merit District Fair Elections
Purpose:	To ensure fairness in school district merit system elections and provide classified employees a role in the process. The current election process is inequitable and is weighted in favor of management, leaving classified employees with a clear disadvantage. AB 289 remedies this election inequity by ensuring that classified employees have a representative on the tabulation committee, clarifies that election procedures are under the scope of bargaining, prohibits markings on secret ballots and provides equality in election communications.
Status:	This bill was introduced as directed by Resolution 2 passed by CSEA Conference Delegates. Assembly Public Employment and Retirement
SB 205	(Leyva (D)) Protect School Employees on Medical Leave Act
Purpose:	To consolidate the two extended illness and injury leave laws for school employees into one fully paid five-month extended illness and injury leave program.
Status:	This bill provides parity for classified employees with teachers, ensures that the leave is consecutive to other leaves and includes all TK-CCC employees. CSEA cosponsored a similar bill in 2020, SB 796. Senate Education
SB 270	(Durazo (D)) Employee Contact List
Purpose:	To enforce existing law that requires public employers to provide employee organizations with contact information for their employees. Employers are provided with opportunities to comply with the requirements under current law. And the Public Employee Relations Board (PERB) is given the discretion to assess an appropriate penalty of up to \$10,000 depending on the employer's size and severity of the violation.
Status:	Senate Rules

SUPPORT

SB 70	(Rubio (D)) Mandatory Kindergarten
Purpose:	To mandate kindergarten starting with the 2022-23 school year.
Status:	Senate Education
SB 107	(Wiener (D)) Early Simplified Application Project for Seniors to Access Cal-Fresh
Purpose:	To ensure that California participates in the Elderly Simplified Application Project, a federally operated food and nutrition service for seniors, who are 60 years or older, and people with disabilities. This application is easier for seniors and those with disabilities to use and is intended to minimize the burdens on them.
Status:	Senate Human Services

SUPPORT

SB 221	(Wiener (D)) Mental Health Services and Follow-Up
Purpose:	To provide timely access standards for non-emergency, non-physician mental health and substance use disorder providers. The bill also ensures that patients undergoing treatment for an ongoing mental health or substance disorder are able to get a follow-up appointment with a non-physician within 10 business days.
Status:	This bill is consistent with CSEAs positions on mental health and universal health care. Senate Health
SB 234	(Wiener (D)) Transition Aged Youth Housing Program
Purpose:	To establish the Transition Aged Youth Housing Program that would create transitional housing for youth under 26 years of age, who have been removed from their homes, are homeless, or are under the jurisdictions of the courts.
Status:	Senate Human Services

END OF REPORT



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."

This monthly publication is created by: CSEA Cerritos College Chapter 161
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For questions, please contact Isabel Aguilar, CPRO
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Becoming a member is easy!

Just fill out our online application*

[Join CSEA](#)

[Download Application Instructions](#)

*Application hosted by HelloSign