

CSEA CERRITOS COLLEGE CHAPTER 161



AFL-CIO

CERRITOS COLLEGE

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

A MESSAGE FROM THE EXECUTIVE BOARD

Union Brothers and Sisters:

We had a great turn out at our first chapter meeting of the year. We had over 40+ members in attendance, and although we had a lengthy agenda, our members conducted business and helped us move our chapter forward. Thank you to all in attendance for lending your voices to our process.

We did a call for volunteers to serve on both Shared Governance and Constitutional & Bylaws committees. It is never too late to get involved, so sign up for a committee!

If you were unable to attend the chapter meeting, these are some of the highlights:

- Jody Grenier, Regional Representative, installed all Executive Board officers. Each officer was sworn in and took their oath of office. Congratulations!
- Amna Jara (AJ) ran unopposed and was duly elected as the 2nd Vice President/Chief Job Steward.
- The approved job stewards are Alva Acosta, Erik Duane, Kathy Hogue, Michele Kingston, and Roxanne Mitchell. Please reach out to AJ as our Chief Job Steward or any other steward listed above if you have any representational needs.
- Classified School Employees Week (CSEW) slogan is "Essential Workers, Getting it done" Information is available at www.csea.com/csew
- CSEA Member of the Year program is to recognize the commitment and dedication of classified employees to the students of California, community involvement, and activism in our union. Information is available at <http://www.csea.com/>. The deadline is March 1, 2021. Send your email submissions to the Chapter President at ilopez@cerritos.edu
- The Student Life Committee (SLC) proposed revisions to BP_5500 – Standard of Student Conduct, and the changes were approved. The 2021 Chapter Budget and the 2020/21 Initial Proposals were also approved.

...and much more! Don't miss out. Attend our monthly chapter meetings.

With everything going on around us, take a moment and reflect on some of the words from the impressive National Youth Poet Laureate Amanda Gorman:

"We are far from polished, far from pristine. But that doesn't mean we are striving to form a union that is perfect. We are striving to forge our union with purpose, to compose a country committed to all cultures, colors, characters and conditions of man. And so we lift our gazes not to what stands between us, but what stands before us." We close the divide because we know to put our future first."

In Unity,
Executive Board
CSEA Cerritos College Chapter 161

Upcoming Executive Board Meeting

Wednesday, February 10, 2021
11:00 am via zoom
Meeting ID: 977 6997 2109
Passcode: 464164

Upcoming Chapter Meeting

Wednesday, February 24, 2021
12:00 pm via zoom
Meeting ID: 922 7551 7903
Passcode: 176837

LETTER FROM THE CSEA ASSOCIATION PRESIDENT AND EXECUTIVE DIRECTOR

Dear fellow brothers and sisters,

Last week (January 6, 2021) we experienced one of the most turbulent days in our nation's history, an invasion of the nation's Capitol by those who wanted to prevent Congress from certifying the results of the Presidential election. We all watched in horror as chaos erupted and threats against elected officials, the Capitol, and our democracy played out.

Freedom of speech and freedom to assemble and protest are cornerstone elements of our democracy. These freedoms, however, should never be exercised through violent means. CSEA's mission is to improve the lives of our members, students, and community. As a union, we understand the power of political passion, mobilizing, and protesting to make our collective voice heard. We also know that the democracy of our country allows us the freedom to disagree safely and even debate issues. Violence is never a solution, and it goes against everything for which our union stands.

In 1787 Benjamin Franklin, while leaving Independence Hall after the Constitutional Convention, was asked, "Doctor, what have we got? A republic or a monarchy?" Franklin responded, "A republic if you can keep it." The violence many of us witnessed last week stressed the very fabric of our republic, constitution, and government. CSEA condemns the acts of those who engaged in illegal and destructive behavior and extends our sympathies to the families of the five individuals who unfortunately lost their lives.

CSEA is hopeful that as the nation moves forward, we unite with respect for one another and denounce any form of violence in place of our tried-and-true democratic process. It is time to put aside our political differences and come together for a peaceful transition of power.

In Solidarity,
Ben Valdepeña
Association President

and

Keith Pace
Executive Director

EMPLOYEE SELF-SERVICE (ESS) HUMAN RESOURCES/PAYROLL



Employee Self-Service -

View your Leave Balances and More Online!

The district will be using a new Human Resources and Payroll System provided by the Los Angeles County Office of Education. This new system gives employees access to view and download W-2s, pay stubs, leave balances and profile information. Please view the [HR website](#) to access tutorials and more information. You will need to log in with your staff portal username and password.

CHAPTER 161 NEWS

Congratulations to our November and December 2020 Employees of the Month!

November 2020,
Ben Pendleton, Admissions & Records



December 2020,
Andres Zuniga, Information Technology



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](#)

Congratulations on your promotion Carmen!



Congratulations to our CSEA Election Teller, Carmen Lizarraga for her promotion in the Science, Engineering & Math Division as Administration Secretary II. This is great news and they are fortunate to have you!

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](#)

FEBRUARY IS HAVE A HEART MONTH



February is Have-a-Heart Month

CSEA takes care of its members on the job, but also lends a helping hand in times of crisis. The Dorothy Bjork Assistance Fund provides financial relief to members in need. This fund is disbursed through two different programs: the Emergency Assistance Program and the Humanitarian Assistance Program.

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This assistance program runs solely on donations. CSEA designates every February as Have-a-Heart Month to focus on fundraising for the Dorothy Bjork Assistance Fund.

Enter to Win Raffle Prize!

This year, CSEA is raffling a seven-day vacation at the beautiful Welk Resort in Escondido, San Diego. All proceeds will be going directly to the Dorothy Bjork Assistance Fund and your donations are now tax deductible.

How to Buy Raffle Tickets?

Call Member Benefits at 866-487-2732 to purchase your raffle ticket today. Tickets are not limited, buy as many as you'd like for a higher chance to win your next vacation! One ticket is \$10 or three for \$20. The winner will be drawn February 26, 2021! *Final day to purchase raffle tickets is February 25, 2021.



Other Ways to Donate:

Donate online:

Use this [donation link](#) to make a one-time or recurring donation in the amount of your choosing.

Donate by check:

Please send your donation to:
Assistance Fund

Dorothy Bjork
2045 Lundy Avenue
San Jose, CA 95131

For questions or assistance, call CSEA Member Benefits at (866) 487-2732 or email memberbenefits@csea.com.

COLLECTIVE BARGAINING TRAINING



Collective Bargaining – LS 2 Class number 25833

Comprehensive Introduction to Collective Bargaining - ONLINE Course

Students will demonstrate the skills and knowledge required to negotiate labor contracts. Instructors take a participatory approach to teaching and students will engage in preparing and presenting bargaining proposals.

TOPICS COVERED

Develop negotiation and contract campaign planning skills:

Writing contract language, apply strategic planning and problem solving to union issues, working with committees and costing-out a contract Planning a contract campaign.

Stewards: Jimmy Cluck & Robert Mejia, **IBEW**, Labor Studies Graduates

STARTS: Monday, February 8, 2021 ENDS: June 7, 2021 (16 weeks).

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The course will be accessed and taught fully online. We will have weekly Zoom classes each Monday from 6pm – 7pm where we will cover some key concepts and have opportunities to interact together in real time. Zoom sessions will be recorded and posted on the Canvas website if you cannot make it in real time.

Instructors: Tanya Akel, Teamsters Local 2010 & Jody Klipple, SEIU Local 721

More Information please email or phone: takel@teamsters2010.org ~ (213) 399-0624

Enrollment: Online at <http://www.lattc.edu/guides/enrolling>

Fees: \$138 (3 units-online), plus mandatory health fee \$19 ASO student representation fee \$2 and optional \$7 student membership fee (may opt out). Total would be \$166.

CSEA COMMUNICATIONS

CSEA NEWS

It may be a new year, but the pandemic is still first and foremost in our minds. COVID-19 is more widespread than ever before but there is hope on the horizon with the vaccine currently being distributed to frontline workers and in sight for others in the year ahead. CSEA takes its duty seriously to inform each of our members on issues

related to their professional and personal lives. That is the reason behind this monthly Comm Tools resource. In it, we share brief articles that you can include in your newsletters and other chapter resources which will benefit your members.

This month, we turn much of our attention to the coronavirus and hope you will join us in sharing this information with your fellow brothers and sisters. Afterall, the only way to get through this is to remain safe and vigilant and continue to wear a mask, social distance and wash your hands.

CSEA members take care of each other both on and off the job, and February is another example with our longstanding tradition of Have-a-Heart Month. Below you will find ways in which you can donate to the Dorothy Bjork Assistance Fund, which relies solely on donations, and information you can share with other CSEA members to encourage them to give back. It doesn't take much to make a difference in someone's life.

In fact, 10 cents a day, or the cost of a Starbucks specialty drink each month, can turn around the life of someone who needs it most. One day it might be you who finds themselves on hard times and needs assistance.



COVID-19 updates

It is hard to stay up to date with all the news that is changing daily about the pandemic and the vaccine. That is why we recently posted an extensive addition to the COVID FAQ section of our website that has everything we know right now about the rollout of these vaccines and how it will affect you and your work.

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Here's the latest update we added to that page:

COVID vaccination

- Your employer may require you take the new vaccine if the district has bargained first with CSEA over such a requirement AND you do not have a disability or religious objection. If you do, your employer would by law have to first engage in an interactive process with you and provide reasonable accommodation. In many classified positions, the only accommodation achievable will be an unpaid leave of absence.
- In bargaining over such a proposed employer requirement, CSEA would push (for example) for confirmation of your legal right to lost pay and medical expenses if the vaccine were to cause you a severe allergic reaction (which are fortunately very rare). To date, no CSEA employers have insisted on vaccinations (as most employees are eager to receive one). For more info, contact your LRR.

Quarantine/leave status

- The new Cal/OSHA regulation on COVID requires the employer pay for an employee to stay home if they have an exposure to a positive case within 6 feet of more than 15 minutes within 24 hours. However, the regulation allows employers to require use of sick leave, which is unlike the situation this past fall where federal law required employers provide an added 80 hours of paid COVID leave on top of existing sick leave.
- The federal law requiring employers provide paid leave for this purpose (the FFCRA) expired Dec. 31. However, some districts will allow their employees to use other paid leaves for this purpose.
- In response to whether your employer can make you stay and home quarantine because you traveled outside the state, first, under Educational Employment Relations Act (EERA), an employer must bargain with CSEA over such a new requirement before unilaterally imposing it. Second, the underlying requirement is subject to legal challenge under California Labor Code sections 96(k) and 98.6, which bar adverse actions against employees “for lawful conduct occurring during nonworking hours away from the employer’s premises.” However, courts have interpreted these statutes more narrowly as designed to protect political activities. There is also a constitutional right to interstate travel, but it involves a balancing test weighing the interests of the employer against those of the employee. Given the health threats from travel (airplane travel in particular), a legal challenge might not be successful, but districts would risk paying penalties and legal fees if they guess incorrectly that an unpaid travel quarantine is lawful. Contact your LRR immediately if you hear of your district trying to require an unpaid travel quarantine.

Stimulus funding

- While the Republicans refused to provide additional funding to states, the December 2020 stimulus bill provides significant additional funds for any district which receives Title I money (the vast majority of districts).
- The bill does NOT extend the paid leaves provided earlier in 2020 by the Families First Coronavirus Relief Act (FFCRA), but merely extends some tax credits for private employers. The bill does augment unemployment benefits by \$300/week for 11 weeks and extend unemployment benefits for independent contractors. The bill also provides a stimulus check of \$600 per household member, with certain income limits.

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Legal changes

- The state minimum wage went up from \$13/hr to \$14/hr for employers with more than 25 employees. Family leave rights have been extended in California to include time off to take care of sick grandparents, grandchildren, siblings and domestic partners. Also, the small employer exemption was reduced from 50 employees down to 5 employees (SB 1383).

For more information about these or any other questions, please contact your Labor Relations Representative.

Member shares firsthand account with COVID in video

Right now, COVID-19 is the most widespread and dangerous it's ever been. The tragic fact is more Americans are dying each day from COVID-19 than were killed at Pearl Harbor or on 9/11. Even though the importance of staying safe is emphasized each day by health and county officials, it unfortunately isn't resonating with everyone. This was the case for Joshua Leimann, warehouse worker from Upland Chapter 163, who readily admits he had been not wearing a mask or social distancing. Everything changed for him, though, when he contracted the coronavirus.

We first shared Joshua's firsthand account of contracting COVID-19 and the lessons he learned about the importance of taking the virus seriously in a "Fridays with Ben" [video](#). After all, not everyone will be as lucky as Joshua and, even still, he has lingering health issues. That is why it is important to share this information with others. The fact of the matter is that if it saves one fellow brother or sister or prevents others from contracting COVID, the project was a success.

Silent Auction

Starting February 1st, items will be available to bid on in [Bidding Owl](#), including one of a kind handmade items, an iPad and a Smart TV. These items are generously donated by members, staff, and benefit providers. Go straight to the [auction site](#) and register for [bidding](#) or if you're already [registered](#).

Live Auction

Saturday, February 20th from 2:30 to 4 p.m., the CSEA Humanitarian Fund Committee will hold a live auction. Come out and watch the action. Attendees need to fill out the [registration form](#) to get the link.

AmazonSmile

Directions:

- Go to <https://smile.amazon.com>
- Log in if you have an Amazon account or create an account
- Search for CSEA Assistance Fund
- Select CSEA Assistance Fund, location San Jose



Valentine's Day treats

Shop and save with CSEA online discounts and bring a smile to your sweetheart's face with treats and/or flowers. **Save 15 percent** on your online order with [Harry & David gifts](#). Enter promo code: CSEAMD0095 to obtain the discount. **Save 25 percent** on [Teleflora](#) flowers or GiftTree gift baskets.

AFRICAN AMERICAN HISTORY MONTH



African American History Month: Martin Luther King Jr., a friend to labor
February is Black History Month, an opportunity to pay tribute to the many generations of African Americans who have come before us and those who continue to fight for what is true and just. Martin Luther King, Jr. is a shining example of someone who made a profound change for the history of the nation and left his mark in the labor movement.

On Monday, January 18, we celebrated Martin Luther King Jr. Day. Let us remember the following words that he said to his workers the evening before his assassination, which ring just as true today:

"You are demanding that this city will respect the dignity of labor. So often we overlook the work and the significance of those who are not in professional jobs, of those who are not in the so-called big jobs. But let me say to you tonight that whenever you are engaged in work that serves humanity and is for the building of humanity, it has dignity, and it has worth!"

PRE-RETIREMENT WEBINARS

CSEA CalPERS Pre-Retirement Webinars – Spring 2021 schedule

It's never too early to learn now how CalPERS pays you later for a lifetime. Attend one of these free webinars this spring brought to you by CSEA's Pre-Retirement Committee and learn all about your CalPERS pension rights and benefits. Hear from CalPERS Board Member, Rob Feckner and CSEA Member Benefits Coordinator, Debb Jachens.

Learn all about:

- The state of CalPERS (Your pension remains strong)
- What benefits are available to you now and in the future
- What information CalPERS uses to calculate your retirement
- Options for retirement
- The importance of the CalPERS Power of Attorney form
- Learn how to obtain an estimate of your benefits
- Get your questions answered in real time
- The benefits of staying a member of CSEA when you retire by joining the CSEA Retiree Unit.

Please go to the CSEA [CalPERS Pre-Retirement Webinars](#) webpage for all the dates and times available to reserve your space.

CSEA Member Student Loan Reducer Grant Program – Applications due February 15

CSEA recognizes that student loan debt is a major burden for many Americans, including many of our own members. CSEA offers \$500 grants to assist members who have student loan debt in the amount of \$10,000 or more. Thank you to SchoolsFirst Federal Credit Union for their generous donation each year to help make this program possible. Applications are due February 15, please download the [application and fact sheet](#). Email memberbenefits@csea.com or call the CSEA Member Service Center at (866) 487-2732 if you have questions.

Save with H&R Block

File your taxes with H&R Block and save! They have many tax filing options to choose from, including drop off and stay, drop off and go, take a picture of your documents and upload, or online. New clients receive \$25 off for tax preparation or 20 percent off online options. Existing clients get free Tax Identity Shield, a \$35 value. Find out more and download the coupon at www.hrblock.com/hrb-offers/csea.

Take advantage of your CSEA Member Benefits!

Go to [CSEA Benefits Guide](#) and explore the Union Plus Mortgage Program, Auto and Home insurance program, supplemental insurances, legal referral program, pet insurance, no-cost college programs for you and your family members, solar program, credit union offers, flower and gift discounts, banking payroll card, and more!

2021 CHAPTER 161 EXECUTIVE BOARD

President	Irlanda Lopez	ilopez@cerritos.edu
1st Vice President	Erik Duane	eduane@cerritos.edu
2 nd Vice President/ Chief Job Steward	Amna Jara	ajara@cerritos.edu
Secretary	Roxanne Mitchell	rmitchell@cerritos.edu
Corresponding Secretary	Javier Ruiz	jruiz@cerritos.edu
Treasurer	Michele Kingston	mkingston@cerritos.edu
CPRO/Web Author	Isabel Aguilar	iaguilar@cerritos.edu
Immediate Past President	Kathy Hogue	khogue@cerritos.edu

