



CHAPTER & VERSE

R-E-S-P-E-C-T SHOW US WHAT WE MEAN TO YOU

Aretha Franklin's chart-topping signature single was a song about a woman's plea for respect and recognition. It has become a popular rallying cry for others seeking respect and recognition.

Negotiations are all about respect and recognition. Regardless of the format negotiations take, the bottom line for both sides is always to give away as little as possible while gaining as much as possible – and there's nothing necessarily wrong or malicious about that. How the negotiations transpire, however, is where the level of respect and recognition becomes clear.

Your union and the district have chosen to use interest-based bargaining. In this type of bargaining, negotiating teams for the district and classified employees present the issues they wish to negotiate and both sides collectively brainstorm possible solutions. In the end, both sides negotiate a solution that is comfortable for both the district and classified employees.

Behind interest-based bargaining, though, is something even more fundamental – respect! Traditional bargaining can, and often does, result in heated negotiations and disrespect. This could create an impossible atmosphere in which to work respectfully together. Nobody wants that.

Interest-based bargaining cultivates mutual respect by working together, collegially and professionally, to find solutions so neither side goes away from the table having lost respect. Done well, interest-based bargaining can increase the respect each side has for the other, which is the best possible outcome for all.

Rather than approaching negotiations as us versus them, interest-based bargaining attempts to find solutions to the issues that both sides can live with, but always with the best interest of the college (and ultimately our students) in mind. Neither side walks away from the table feeling they have lost the farm, nor does either side gloat in having taken the farm away. It is a show of mutual respect.

But what about recognition? That is the other half of interest-based bargaining. While neither side can or should “give away the farm,” interest-based bargaining tosses out the outmoded concept of “give away as little as possible” and allows the negotiating teams to recognize that the work we all do is meaningful and appreciated.

Your negotiating team has classified employees' best interests in mind. Their job is to negotiate the best possible contract for classified. It would not be prudent, for example, to negotiate a ten percent salary increase for classified employees if the result is a series of layoffs or a cut in programs and services for students. We are, after all, here for the students.

As we head into negotiations for the 2009-2011 successor agreement, we all need to take an interest in and follow the progress of negotiations. It will only be through *your* show of support and unity that the success of negotiations will be secured. Let the district show classified employees what we mean to them while we support our negotiating team.

For more information and updates about negotiations and to follow the progress of negotiations, visit the Chapter 262 web site at <http://www.csea262.org> and read about it in each issue of the Chapter Newsletter.



in this issue . . .

Respect and Recognition

Collective bargaining is all about a show of respect and recognition. As negotiations for the successor agreement with the district begins, let's all show respect.

Classified Are Highly Educated

Classified employees are well-educated and experienced professionals. A recent poll of classified education levels shows some impressive results.

Did You Know?

Computers used at work are the district's property and you must adhere to the computer and network security policies even while on break or even off-duty.



PRESIDENT'S MESSAGE

Bill Rawlings, Chapter President

The Chapter President is the official spokesperson for your Chapter in all matters. Part of the president's duties is to update members about issues of relevance and importance to the Chapter. As well as serving as Chapter President, Bill Rawlings is also the Area G Alternate Director and a member of the CSEA Statewide Political Action Committee. Rawlings is a Computer Facilities Supervisor in Learning Resources.

The State of California remains in fiscal distress. Layoffs are happening in every sector of the economy, including education. What does this mean to you? Is your job safe? There are never guarantees, but I see genuine reason to be optimistic. Here's why.

Mt. SAC Remains In Strong Fiscal Shape

Due to the fiscally conservative nature of our Administration and Board of Trustees, Mt. SAC continues to maintain a healthy reserve fund. While the state requires Districts our size to maintain a minimum three percent reserve fund, Mt. SAC has nearly a 17 percent reserve.

This is far above the ten percent reserve the Board of Trustees requires and is more than five times the minimum required by the state.

There Are Other Ways to Cut Costs

Although the college has implemented a number of cost-saving measures, including a hiring "chill," there are a number of ways to trim costs. By encouraging better conservation of everything from office supplies to electricity, the college could save tens of thousands of dollars. Many of you helped identify these potential cost-savings by completing our negotiations survey earlier this year!

You Have A Union

CSEA – your Union – remains strong. We will stand together to ensure that every measure to maintain the security of your job and income is taken. If the worst comes to pass and layoffs become truly necessary, we will again stand together to ensure that classified are not the first to be cut. We will stand together to ensure the process is fair. We will stand together to get any lost jobs back as soon as possible.

We will stand together not just because we are colleagues and friends but because we are a Union. That makes us family.

HAPPY BIRTHDAY CLASSIFIED COLLEAGUES

Let's all wish your classified colleagues below a very, Happy Birthday! If your birthday is not listed below, and you would like to be, please contact the Chapter Treasurer or Public Relations Officer. We will be happy to list your name and celebrate your birthday as well!

March

Mary Walters
Doris Wang
Sandra Bollier
Kathleen Dorr
Joyce Ellison
Eula Gray
Joanne Greenspan
Linda Group
Lisa Harris
Barbara Harris
Amy Sue Hillard
Ernestine Le
Carole Ludwig
Desiree Marquez
Laura Martinez
Katherine Martinez

Sonya Masl
Lorena Molina
Rosemary Nahas
Carol Nelson
Doreen Ramirez
Odette Richardson
Michael Sanchez
Marlene Sandoval
Linda Tackett
Ana Tafoya-Diaz
Wilton Tan
Lee Taylor
Chuong Tran
Melonnie Winters

April

Famm Douangchampa
Kamilia Elkoussy
David Fillmore
Robert Gomez
Marjes Jackson
Hannan Kakish
Kathleen Liu
Nico Martinez
Vickie Monagan
Greg Monteith
Sharon Shriver
Anthony Sipe
Randy Smith
Alex Villegas
Sharon Wiltz-Cox

CHAPTER & VERSE

Volume 45, Number 2

Mark A. Fernandez, Editor in Chief

Editorial Staff / Contributors

Katherine MacDonald, Laura Martinez, Bill Rawlings, Cason Smith.

Chapter 262 Officers

President

Bill Rawlings president@csea262.org

1st Vice President

Laura Martinez vp1@csea262.org

2nd Vice President

Cason Smith vp2@csea262.org

Secretary

Rosa Asencio secretary@csea262.org

Treasurer

Linda Tackett treasurer@csea262.org

Chief Job Steward

Katherine MacDonald chiefsteward@csea262.org

Public Relations Officer

Mark A. Fernandez cpro@csea262.org

Past President

Odette Richardson pastpres@csea262.org

Chapter Web Site: <http://www.csea262.org>

A publication of the California School Employees Association Mt. San Antonio College Chapter 262. 1100 N. Grand Avenue, Walnut, CA 91789. Phone 909.594.5611 ext. 4413. Fax 909.468.4412. E-mail cpro@csea262.org. For editorial inquiries, send e-mail to info@csea262.org. Please include your name, e-mail address, USPS address, and phone number with any correspondence. Copyright © 2009 CSEA Chapter 262, all rights reserved. No part of this publication may be reproduced without permission. This publication is not for sale in any market anywhere. Send requests for copies to Chapter 262 Public Relations Officer at 909.594.5611 ext. 4413 or e-mail cpro@csea262.org.



California School Employees Association
Area G

Dodgers Night

Los Angeles Dodgers vs. San Diego Padres

Friday, May 1, 2009

7:10 pm

Fireworks Night!!!

Tickets \$14.00 each

(Reserve section - inside field)

Tickets available on a first come - first served basis... get your order in early!!! All CSEA members, families, staff and friends are eligible to buy tickets. ALL ARE WELCOME!!!!

Tickets are non-refundable and non-transferable.

Bonus Offer

All CSEA Area G Members who submit their order prior to April 3rd will be entered into a drawing to go on the field before the game for introductions and pictures!!!!

An Order Form is attached for your convenience. If you have any questions, please contact:
Ivan Pastrano
Area G Director
ipastrano@csea.com
(909) 993-3593

See you at the Ballpark!!!



California School Employees Association
Classified School Employees Week

AREA G Family Picnic

Saturday, May 23, 2009
El Dorado Park
7550 East Spring Street, Long Beach
Picnic Area: Golden Grove
10:00 am-3:00 pm

BBQ Lunch Served
11:30 am-1:30 pm
(Hamburgers, Hotdogs, Chips, Drinks)

Food, Drinks, Games, Raffles, Face Painting, DJ,
Popcorn, Shaved Ice, Inflatables!
FUN FOR ALL AGES!!!!

FREE—for all CSEA Members, Staff and their
immediate family!
Parking—\$7.00 per car

Mail or E-mail your RSVP today!

Ivan Pastrano—Area G Director
6212 Gregory Avenue
Whittier, CA 90601



____ Yes, I will be attending the Area G Family Picnic and bringing _____ people.

____ Yes, I am able to bring a salad or raffle item. (Please circle one if you can donate)

Name _____ Chapter Name _____ Email or Phone _____

Questions: Ivan Pastrano - IPastrano@csea.com or (909) 993-3593





for the **GOOD** of the **ORDER**

Here is your space to comment on any Chapter or union-related issue or inform your colleagues about things happening on campus. Send your "Good of the Order" comments or story ideas to the Chapter Public Relations Officer at ext. 4413 or send e-mail to cpro@csea262.org. Submissions can be printed anonymously or with a byline by request. All submissions should include your name, phone number, and office location.

CLASSIFIED ARE EDUCATED, EXPERIENCED PROFESSIONALS

A recent poll of classified employees regarding their educational experience drew some interesting—and impressive—results. Classified employees were asked several questions about their level of education. Less than 20 percent of the nearly 450 classified employees responded to the survey.

About 80 employees answered the survey as having earned an Associate, Bachelor, Master's and even a Doctorate degree. Many had earned multiple degrees.

Classified employees are often thought of as the secretaries and janitors who type, file, and clean. In truth, most classified employees are very well-educated and experienced professionals in their fields, and could be or are an untapped and valuable resource.

Your chapter leadership encourages you to recognize all classified colleagues as valuable, important, and vital contributors who are dedicated to serving the students and the mission of our college.

Below are the names of the employees who responded to the survey along with their earned degrees. Those whose names are bold and blue are also adjunct faculty who teach classes here at Mt. SAC.

If you should happen to see one of your classified colleagues on this list, stop to take a moment and congratulate them for their academic achievement as well as their service to the college and the students — that's the **true** "Mt. SAC Way!"

- John Alvarez, AA, BS Business Administration
- Lanny Arafin, BA Business Administration
- Margie Arambula, AS Liberal Arts
- Silva Arzunyan, BA Communication
- Rosa Asencio, BS Organizational Management, MS Leadership and Management
- Donna Balducci-Lopez, AA Liberal Arts
- Clarence Banks, BA Communication
- Suzy Basmadjian, BS Behavioral Science, MS Healthcare Administration
- Ken Bednar, BA
- Jackie Carmona, BS Sociology
- Marilyn Castillo, BA English
- Manuel Cerda, BA Management Information System
- **Arnita Champion**, BA Psychology, MS Education
- **Priya Chaplot**, MA Business Administration
- Surekhha Chaplot, BA and MA Psychology
- Kathleen Clarke, BS Business Administration
- Claudia Coronado, BS Business Management
- Brian Crichlow, BS Liberal Studies
- **Linda Diaz**, AA, BA, MA
- Martha Diaz, BA Spanish with a Minor in French
- Kathleen Door, AA, BA, and MA Child Development
- Kamilia Elkoussy, AS, BS Accounting
- AniSurei Escalera, BS Consumer Sciences
- Martin Escarcega, BS Criminal Justice
- **Mark Fernandez**, AA Liberal Arts, BA and MA English
- Eva Figueroa, BA Studio Art / Photography
- Marcell Galatiano, BS Information Technology
- Amber Gallegos, AA
- Laura Gonzalez, BA Latin American Studies and BA Spanish Literature
- Joanne Greenspan, Masters Human Development
- Jackie Grier, BS Business Administration, MBA in Management / Leadership
- Linda Group, AS Accounting
- Chong Hee Min, BS
- Amy Hillard, BS Liberal Arts
- Terri Hood, AS Business Management
- Loralyn Isomura, AS Sciences and Mathematics
- Bill Ito, BS Physical Education, Certified EMT
- Ana Jara De Araya, AS Histotechnician
- Martha Lopez, AA
- Tatiana Lopez, AA Liberal Arts and Sciences
- Chris Magoni, AA

- Gary Martinez, BBA Business Manager
- Jacolyn Martinez, AA Liberal Arts
- Katherine Martinez, BS Human Services
- Desiree Marquez, BA Anthropology, MA American Studies & Ethnicity, Master Education
- **Paul Mercier**, AS Data Processing, BS CIS
- Jill Miller, BS Organizational Management
- **Porfirio Mojica**, BS Psychology
- Greg Monteith, BS CIS
- Charissa Moskus, AS Accounting
- Angelena Moore, MA Human Relations
- Rosemary Nahas, BA Behavioral Sciences, MA Human Behavior
- Rick Nguyen, BA Graphic Design
- Kathy Olivares, BA Liberal Studies
- Rosa Ortiz, BA Child Development
- Chuck Porter, BA History, MA Public Administration
- Doreen Ramirez, AA Liberal Arts
- Dennis Ramos, BA Behavioral Sciences
- Chris Rodriguez, BS Electrical Engineering
- Karen Rosas, AA Language and Communication
- Coleen M. Rose, BS Occupation Studies
- Dejay Santiago, BA Social Sciences, M.Ed. Education, Ed.D Educational Leadership
- Aaron Shoop, BS Genetic Engineering
- Wendy Shen, AA Finance Management
- Robin Simone, BS Recreation Administration
- **Cason Smith**, AA Broadcasting, AA Communications Electronics, BA Psychology
- Darren Stahl, AS Electronics
- Kai Stearns, BA English, MA English
- Sherrie Steele, AS Library Technology
- **Carsandra Taylor**, BS Health & PE
- **Mike Taylor**, BA Journalism, MA English
- Darlene Vale, AS Registered VetTech, AS Pet Science
- Kathi Van Natter, AA Liberal Arts, AS Business Management, BS Business Management
- Virginia Villegas, AS Secretarial Science
- Doris Wang, AA, BA
- Matthew Whitney, BA English
- Kevin Wiley, BA Music, MA Music
- Michelle Williams, MS Counseling
- Sharon Wiltz-Cox, BA Human Services
- Yvonne Zaragoza, AA, BS Religion

CSEA CHAPTER 262

CALENDAR OF EVENTS

APRIL

- Keep America Beautiful Month
- 2 International Children's Book Day
- 12 Easter
- 12 National Library Week
- 18 CSEA Board of Directors meeting
- 22 Earth Day
- 19 Administrative Pro's Week
- 22 Administrative Professionals Day

MAY

- Asian-Pacific American Heritage Month
- Physical Fitness and Sports Month
- 5 Cinco de Mayo
- 3 Teacher Appreciation Week
- 10 Mother's Day
- 16 CSEA Board of Directors meeting
- 17 Classified School Employee Week
- 25 Memorial Day

CHAPTER MEETING DATES

- Noon — 1 pm Room 6-160
- January 21 February 18
- March 18 April 15
- May 20 June 17
- July 15 August 19
- September 16 October 21
- November 18 December 16



campus

COMMITTEE Reports

with Cason Smith, 2nd Vice President

Mt. SAC has several committees that advise the President's Advisory Council about campus-related issues. Chapter 262 also has several standing committees that do work on behalf of classified employees. If you are interested in serving on a committee, call 2nd Vice President at ext. 4413 or send e-mail to vp2@csea262.org

CAMPUS COMMITTEES SEEK IMPROVED PROCEDURES

A number of committees have been busy these past couple of months brainstorming ways to make improvements on several fronts. Here is a summary of some activities. For a more detailed report, visit the Chapter 262 web site and download the March/April committee reports.

HEALTH AND SAFETY

During the next few months, the Health & Safety committee will be working on creating inspection checklists for various areas. This is the first step towards creating a formal hazard assessment program. The Emergency Preparedness Task Force is working on a communication plan, while building managers will update Emergency Evacuation plans.

Karen Saldana plans to have quarterly Emergency Preparedness training offered through Professional and Organizational Development.

INSURANCE

ASCIP is still trying to negotiate for a smaller increase on the Kaiser Health Plan offered to part-time faculty. CSEA currently has no agreement for their part time staff. The college is no longer using an insurance broker to investigate costs and health plans. The committee would like to review all of our insurance offerings, especially as renewals come due. The committee would like to do some comparisons on what each plan offers and what the costs are.

BUDGET

Vice President Gregoryk said the Budget Committee is reviewing its role and current resource allocation process and wants to make it more easily understood. Gregoryk distributed a draft proposed budget review and development process. The Committee is trying to ensure the planning process drives the budget process.

PRESIDENT'S ADVISORY COUNCIL

President Nixon reinforced PAC's role in monitoring and coordinating institutional planning. Nixon stressed that PAC needs to function as the primary institutional planning council and has the responsibility of evaluating institutional planning.

For more information about Chapter 262 committees, visit the Chapter web site at <http://www.csea262.org> and click on the "About" link. For more information about Mt. SAC campus-wide committees, visit the College's committee web page at <http://inside.mtsac.edu>. For more information about CSEA Statewide committees, visit the CSEA web site at <http://www.csea.com> and log into the members area. Click on the "Union" tab and select the "Committees and Groups" link.

CSEA CONFERENCE COMMITTEE

The California School Employees Association is one of the most democratic unions in the country. The union's president is a member. The Board of Directors are all members. Regional Representatives and chapter presidents are all members. The union operates under the philosophy of being a "member run" organization.

This philosophy is at no time better demonstrated than during the CSEA Annual Conference. Each year at Annual Conference, resolutions written by members are presented for vote by members that will make changes to or create new policies and procedures for the whole of CSEA.

Annual Conference is by far the most important event CSEA holds each year, and planning is almost a year-long process. The committee charged with the planning and smooth operation of Annual Conference is the Conference Committee.

The Conference Committee is composed of chapter members who work alongside the excellent staff at CSEA. CSEA members and staff spend countless weekends planning, organizing, and preparing for Annual Conference.

Like many CSEA committees, the Conference Committee includes one volunteer member from each Area who is selected by the CSEA President. While most committees only have one or two staff members as support for the committee, the Conference Committee has a team of staff and other members who assist during the conference.

Conference Committee members are the first people you meet when you arrive at Annual Conference, and they are the last to leave. They are a dedicated group of volunteer members and CSEA staffers.

Their main goal is to ensure that Annual Conference is the most exciting event of the year while never forgetting the it is also the most important event of the year.



If you would like to get involved in this or any CSEA statewide committee, log onto the CSEA web site at www.csea.com and click on "Union" and "Committees and Groups." Then click on the volunteer form link, fill out the form, and mail it or fax it to CSEA Headquarters. This Committee truly demonstrates each year the best of what a member-run union can be.



know your **RIGHTS** Job Steward Notes

with Katherine MacDonald, Chief Job Steward

As classified professionals, you have rights established through law or collective bargaining. Knowing those rights can help you protect yourself or others before trouble starts. If you believe your rights have been violated or have questions, please contact the Chief Job Steward immediately at ext. 4413 or send e-mail to chiefsteward@csea262.org.

As a classified employee, you have rights protected by a number of federal and state legal codes and legislation. The task of a job steward is to protect your rights and represent you if your rights are infringed. You should know your rights and what you can and should do. The following incidents are current or recent cases presented here to help you better understand your rights and what you should do.

Working Out of Class

Chapter President Bill Rawlings and 1st Vice President Laura Martinez met with Dr. Jack Miyamoto, Interim Vice President of Human Resources, about a classified employee who was working out of class (performing duties outside the employee's classification or of another classification). After discussion, Dr. Miyamoto agreed the employee was working out of class, so the employee is now receiving out of class pay as per the bargaining agreement. CSEA and the District are working on reclassifying the employee. Working out of class is both a contract and labor code violation.

What should you do? If you believe you are working beyond the scope of your job classification or have been doing the work of another employee (including a manager), document the work you are doing that is not part of your job description and contact any job steward or the Chief Job Steward immediately.

Employee Evaluation Preview

The current bargaining agreement requires supervisors to provide employees with a copy of their completed performance evaluation at least two days prior to meeting with the supervisor. Some supervisors have not been complying with this requirement. Chapter President Bill Rawlings spoke with Dr. Miyamoto about this, and Dr. Miyamoto agreed to discuss the contract requirement with Managers.

What should you do? If your supervisor does not provide you with a preview copy of your evaluation, remind your supervisor of this requirement and ask to reschedule your evaluation meeting. Contact any job steward or the Chief Job Steward immediately.

Sick Leave Documented In Evaluations

A supervisor lowered an employee's rating in an evaluation recently, citing the employee's use of sick leave. A Chapter Job Steward advised the supervisor sick leave could not be included in the evaluation. The supervisor removed the information.

What should you do? Under the law, employees are entitled to use sick time without penalty or recrimination for legitimate illness or when taking care of a sick child or spouse. If your evaluation cites use of sick time in your performance evaluation, contact any job steward or the Chief Job Steward immediately.

Performance Evaluations – Hearsay and Personal Observation

Chapter President Bill Rawlings and Chief Job Steward Katherine MacDonald recently spoke with Dr. Miyamoto about performance evaluations being done without the evaluator's direct, personal observation of the employee's work and that included co-worker hearsay. The evaluation was discarded and redone and included the supervisor's direct observations and no co-worker hearsay.

What should you do? Including comments from co-workers or other managers in your performance evaluation is prohibited under the contract. Only your supervisor's personal observations can be used to evaluate your performance. Contact any job steward or the Chief Job Steward if you believe your evaluation unfairly includes comments from co-workers or performance your supervisor did not directly observe.

Notification of Involuntary Transfer

Chapter President Bill Rawlings spoke with Dr. Miyamoto to discuss employees being involuntarily transferred without the appropriate notification to CSEA as described in the bargaining agreement. Dr. Miyamoto agreed the District would notify CSEA via memo of any involuntary transfers.

What should you do? While the District has the right to transfer employees to meet their needs, there are several factors to consider. CSEA has the right to negotiate involuntary transfers with the District. Our job is to protect the rights of the employee and if the transfer which employee is transferred to meet the District need while if there are other employees in the same job classification, who gets transferred and how is negotiable. If you or another employee are told you are being transferred, contact the Chief Job Steward or Chapter President of any Chapter officer immediately.

Negotiating Directly with CSEA Members

The District approached a classified employee and asked the employee to assume managerial duties, a change of hours, and out of class work and pay. CSEA is not opposed to classified employees advancing their careers; however, the District is prohibited from negotiating any matter under the under the scope of representation directly with an employee. The District is required to notify CSEA and then negotiate with the employee with CSEA representation to ensure the employee understands all rights and alternatives, and to negotiate with the District if the placement is temporary.

What should you do? If you or another classified employee is ever approached by District management (of any level) to discuss any matter under scope of representation, request your CSEA representative be present at the meeting and then contact the Chief Job Steward or any Chapter Officer immediately.



Senate Passes SB 810

In March, the Senate Health Committee passed SB 810, the single-payer health insurance legislation authored by Senator Mark Leno and co-sponsored by CSEA.

Passed along party lines, the bill is essentially the reintroduction of SB 840 from last year. It is the doctor-patient care bill that will provide comprehensive, affordable and quality health care to every Californian.

Under this bill, everyone can choose his or her own doctors with no exclusions for pre-existing conditions. The coverage is portable so people would not lose their health care if they change jobs or go to college.

Nearly 100 CSEA members and staff attended this important hearing. Many other organizations were also present, but the hearing room was a sea of blue CSEA shirts, demonstrating to legislators and everyone else in attendance how important this issue is to CSEA.

The testimony at the hearing was limited, but made the case for creating a single payer health care system that will contain costs and treat health care as a right and not a privilege. The opponents were insurance company and business interests. Questioning of Senator Leno by Senator Aanestad, who opposed SB 810, got a little tense, but Senator Leno did a great job in answering the questions raised.

What's Next?

SB 810 was referred to the Senate Appropriations Committee, and it will be set for a hearing in the upcoming weeks. We will keep you updated as more information becomes available.

CSEA Elections Coming Soon

During April and May, we will have the chance to vote for our area's representative to the CSEA Board of Directors, as well as the members of our own chapter who will represent us at the CSEA Annual Conference this summer.

Your decision regarding CSEA leadership affects every aspect of your life – your job, your family, your benefits and your retirement.

All CSEA members have a chance to vote. CSEA divides the state into 10 areas, each representing a portion of the state.

There are 10 area directors and 10 alternate area directors, who each serve a two-year term. Area directors are elected to bring the issues and concerns of the members in their geographic area to the state board; they represent several chapters in one specific CSEA area.

Half of the areas will elect their area directors at CSEA chapter meetings this year. (The other half will be elected next year.) The same goes for alternate area directors. Read Focus magazine (the CSEA State newsletter) for more information about area elections.

Protecting Classified Jobs

Our voice as classified school employees is most important during these times when school districts are making cuts. Our chapter's advocacy might make a difference and help us continue the work we do for students.

As a CSEA member, make sure you are up-to-date with the district's plans to balance its budget. If you hear from chapter leadership about actions we will take as a chapter to protect our jobs, be sure to participate.

Pass on CSEA materials regarding the importance of our jobs to your co-workers and to the students we serve. Talk to the chapter's leadership to find out what else you can do to help. Participate and make a difference!

Surviving the Budget Crisis

California schools and community colleges have been targeted for widespread cuts as lawmakers search for a way out of the state's worst budget crisis in modern times.

While it may be a difficult time to be a classified employee, it's never been a more

important time to be a member of CSEA. Your union is working at all levels to help its members survive this budget crisis.

Learn more about what CSEA is doing and what action you can take at CSEA's web site at <http://www.csea.com/budget>.

Legislature Passes Budget

The legislature passed the budget just after dawn on Feb. 19, after a record standoff and after being on lock down for two days.

Sen. Abel Maldonado (R-Santa Maria) provided the final Republican vote needed to pass the agreement. In return for his vote, Maldonado wanted the budget package to include 3 constitutional amendments and elimination of the gas tax increase.

While Maldonado provided the final vote to move the budget, his opportunistic move came at the expense of lots of jobs, delays in infrastructure projects and countless hardships for working families.

CSEA and the Education Coalition, as well as key labor organizations and social services advocates, actively opposed many aspects of the budget agreement.

The agreement contains draconian cuts to education funding that could cause more layoffs, cripple the economy, and put more working families at risk.

GET THE WORD OUT

BUDGET CUTS HURT EDUCATION

Classified school employees are devoted to ensuring schools equip students with the tools to succeed. Whether in Sacramento or right here in our own community, we need to do all we can to protect our students from further devastating budget cuts.

- Talk with chapter leaders about getting involved in local activities to defend education and classified services.
- Inform your family, friends and neighbors about how Sacramento is stripping our schools and colleges of their ability to meet our high expectations.
- Call or write your state legislators to let them know that it's unacceptable to balance the state's budget on the back of our students while giving tax breaks to large corporations.
- Give the district your input on how they can mitigate state budget cuts.
- Stay informed by reading Focus magazine, our chapter newsletter and by visiting csea.com

California School Employees Association



CAPITAL NEWS

From Our Nation & State

LABOR SECRETARY HAS UNION AND LOCAL ROOTS

Advocates of working families applauded President Barack Obama's nomination of Rep. Hilda Solis (D-CA) to be the next secretary of labor.

During her eight years in Congress, as well as during her service with the California state Legislature, Solis was a tireless supporter of working families, striving to increase workers' wages and preserve fundamental workplace rights. As a Congresswoman representing the working-class areas of East Los Angeles, Solis championed the Employee Free Choice Act, a federal law that would make it easier for workers to join unions.

AFL-CIO President John Sweeney praised Obama's selection of Solis.

"We're confident that she will return to the Labor Department one of its core missions—to defend workers' basic rights in our nation's workplace," Sweeney said.

Solis said she was honored and humbled to be nominated to the position.

"As secretary of labor, I will work to strengthen our unions and support every American in our nation's diverse workforce," she said.

"We also must enforce federal labor laws and strengthen regulations to protect our nation's workers, such as wage and hour laws, and rules regarding overtime pay and pay discrimination."

Solis is on the board of directors for American Rights at Work, a non-partisan organization that advocates for workers and their right to form unions without interference.

"Unions are vital to the health and strength of our communities, and our workers are the bedrock of our economy," Solis said in 2007 while advocating for the Employee Free Choice Act.

"In this day and age when the number of women and new immigrants is increasing in the work force, it is important that they become a part of the American fabric and one of the ways is to be a member."

Solis was born in La Puente, earned a B.A. in Political Science from Cal Poly Pomona, and served on the Rio Hondo Board of Trustees in 1985.



President Barack Obama stands behind his choice for Secretary of Labor, Hilda Solis

STIMULUS BILL INCLUDES \$115 BILLION TO EDUCATION

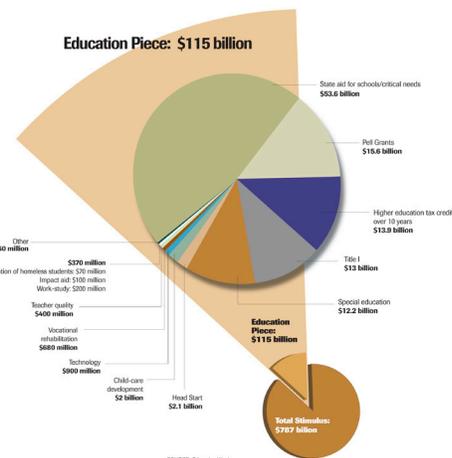
When President Barack Obama signed the \$787-billion economic stimulus package into law in February, approximately \$115 billion was slated in aid to higher education.

Included in the stimulus aid would be a substantial increase for Title I grants to help disadvantaged students, an increase in special education money, and nearly \$54 billion to reduce the impact of cuts in state-level support to schools.

The stimulus package promises to save or create approximately 3.5 million jobs nationwide, with California's share being about 396,000. It will give a higher education tax cut to nearly 4 million students nationwide, increases funding for special education, and add to Title I and education technology.

The bill includes money to help local school districts avoid layoffs and program cuts, boosts funding for special education and programs for disadvantaged students, and offers the prospect of funding for school repairs and modernization.

Initial reports state that California will get approximately \$10 billion of the aid for public education. According to Education Week, the \$115 billion aid package for education is nearly double the U.S. Department of Education's entire \$59.2-billion budget for 2009-2010.



"We're making the largest investment in education in our nation's history," said President Obama.

Nearly \$80 billion of the aid will be given directly to states and districts for pre-college education, the bulk of which will come from three main streams: the \$53.6 billion state stabilization fund, aimed at preventing layoffs and program cuts in education; \$12.2 billion for special education; and \$13 billion in Title I money for disadvantaged students.

Managing this education stimulus aid, though, will present significant challenges, not the least of which is that President Obama's new Secretary of Education Arne Duncan does not have his top-level staff in place as yet.

Duncan also told a group of educators that "We have to implement and execute this in an absolutely impeccable manner." He also said fund management requires transparency and accountability. For educators, it will mean much welcome relief.



did you KNOW?

Keeping You Informed

with Laura Martinez, 1st Vice President

One of the primary goals of your Chapter Leaders is to educate chapter members about a wide range of issues that affect us as classified employees. This ongoing series of articles will keep you informed about subjects that matter to you. If you have any comments or suggestions for future articles, please contact me or any Chapter Leader.

IT'S ALL IN A DAY'S WORK

According to Administrative Procedure 3720, Computer and Network Use, college computers and network systems are the property of Mt. SAC and are "for College instructional and work related purposes." What does that mean to you and me?

Virtually every classified employee uses a computer for our job. We often access the college information system (the new Banner or old ICCIS), use the web to find information, and we send and receive countless e-mails every day. It's all in a day's work.

Or is it? There may be times when we may find ourselves using our computers for purposes that are not work-related. Maybe we're doing a little online shopping or downloading music or just checking our personal e-mail account in our web browser.

Did you know if you are doing these things you could be violating AP 3720 and could be subject to disciplinary action? If you are using your computer for any use other than work, you could be at risk.

You also have no expectation of privacy. The district has the right to and can, for example, track what web pages you have visited, when you visited them, and for how long — even if you delete your browser's cookies or cache.

This does not just apply to web use, either. The district can also access your Notes e-mail account if you are suspected of sending e-mails that are not work related (did you know, for example, blind copies of your e-mail can be sent to your supervisor?).

Next time you think about forwarding that silly joke, getting in a little online shopping during a break, or visiting one of the many social networking sites, remember the District could subject you to disciplinary action as outlined in AP 3720.

For further information regarding this AP or access all the Mt. SAC Administrative Procedures, visit the Board of Trustees web page at <http://www.mtsac.edu/administration/trustees/procedures.html>.

CSEA Chapter 262
Mt. San Antonio College
1100 N. Grand Avenue
Walnut, CA 91789

