

JANUARY 2020

MERCED COLLEGE

CHAPTER 274

CSEA SYNERGY



Top stories in this issue

CSEA Officers E-Board

- [Isaac Mock](#)
President
Ext: 6735
- [Jason Handforth](#)
Vice President
Ext: 6709
- [Carmen Moreno](#)
Secretary
Ext: 6709
- [Maria Soto](#)
Treasurer
Ext: 6058
- [Jeanette Martin](#)
Chapter
Communications
Officer (CCO)
Ext: 6393
- [Terry Plett](#)
Past President
Ext: 6735

NEGOTIATORS

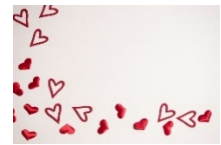
- [Ramon Avila, Jr.](#)
Negotiator
Ext: 6761
- [Angelica Campos](#)
Chief Negotiator
Ext: 6293
- [Sandi Goudy](#)
Negotiator
Ext: 6184
- [Dustin Thompson](#)
Negotiator
Ext: 6118



[President's Message](#)



[Negotiator News](#)



[Member Benefits](#)



[Labor Rep News](#)



[Campus & Community](#)



[Training & Education](#)

President's Message

Hello CSEA members,

Welcome back to school and welcome to 2020. My name is Isaac Mock and I am the new CSEA President for Merced Chapter 274. I am looking forward to actively engaging in the growth of our college and bridging communication between CSEA and the District. Merced College is a wonderful place to work and I am honored to be here. Please don't hesitate to reach out to me with any questions or concerns you have and we'll work together to continue making this the best place to work in Merced County!

"Individual commitment to a group effort - that's what makes a team work, a company work, a society work, a civilization work." -Vince Lombardi

Isaac Mock

Union Rights

Most of the legal rights and safety laws that protect American workers were not created out of employer goodwill, they were fought for by hard-working union members. Today, unions are under an unprecedented attack from political special-interest groups who want to roll back worker protections, civil liberties and the right to collectively bargain for pay and benefits.

Get involved!

Check out the [CSEA Training Directory](#) for training events online. You can sort trainings based on field office, course and location.

Upcoming
Chapter Meeting:

**February 19, 2020,
from 12 noon – 1pm
in STU – 137.**



Negotiator News

CSEA Contract

This year, CSEA and the District will begin negotiations on our Contract Agreement for 2021-2024. The steps to this process are as follows:

- a. In the next few weeks, the CSEA Negotiating team will send a survey out to all of our members asking for your input. This first step in the negotiations process is **extremely** important and involves you. This will be your opportunity to offer any and all of your input on the Contract Agreement. The CSEA Negotiating Team will use your survey responses to decide and prioritize which Articles in the Contract Agreement you want changed, and how you want them to read. Please take the necessary time to really give some thought to the survey and your answers. We urge you to take the time to read through each and every **Article in the Contract Agreement** and note what you feel should be changed, if anything, how it could or should be changed, and why. Suggestions for improvement are helpful, as are examples supporting why something should be changed. The more information you provide the Negotiating Team on the survey, the better they will be able to argue during negotiations for the changes you want.
- b. Once the Negotiating Team has reviewed your survey responses, based on the majority responses, they will determine which Articles of the Contract Agreement CSEA wishes to sunshine (open) for negotiations. The District will also present the Articles they wish to sunshine. The final sunshine agreement will be sent to our CSEA Field Director for their review, then brought to our members for a vote. Then it goes to the Board of Trustees for their vote. We hope to have these first two steps completed by March.
- c. Once the sunshine agreement has been approved by both parties, Negotiations will begin.
- d. All negotiated changes will be brought to the members for a vote. (see [CSEA Policy 610](#) for more information.)

“Alone we can do so little; together we can do so much.”

-Helen Keller

Transfer/Hiring Process for Classified Professionals

Regarding the Transfer/Hiring Process for Classified Professionals applying for other positions at Merced College:

Please review the Contract language in Article 24 below; particularly the highlighted section. We would like to clarify this process. If a Classified Professional submits an application for another position at Merced College and they meet the minimum qualifications, they should be granted an interview. However, with NEOGOV, HR currently has no way of readily knowing if an applicant is a current M.C. employee or not. To ensure that you are granted an interview, please take the additional quick step to send HR an email letting them know that you intend to apply or have applied for the position. This can be as simple as replying to the 5-day notice email to open recruitment (typically sent out by the HR Recruiter, Melissa Ward) that you intend to apply.

Per CSEA Contract Agreement; Page 19; Article 24, Assignments and Transfers: "Five (5) days prior to open recruitment for vacancies, the District shall email a notice to CSEA unit members. The notice shall include the job description requirements and anticipated closing date of the recruitment.

Prior to the closing of the recruitment, unit members shall submit, in writing, their interest in applying for the vacancy to Human Resources. Unit members who meet the minimum qualifications and submit the required application materials will be granted an interview.

Unit members who are in good standing shall be given

consideration for the knowledge and experience gained in the course of their employment at Merced College; however, it will be the discretion of the District to hire either an in-house employee or outside applicant.

Probationary employees of the District are not eligible for an automatic interview. However, this shall not prevent a probationary employee from applying for the position.

"Transfer date shall be effective pursuant to the date stated in the offer of employment."

Professional Development Funding – AB 1808

Information regarding AB 1808 (from the CSEA website): "AB 1808 was signed into law on June 27, 2018, and subsequently modified by AB 1840, effective September 17, 2018, and provides \$50M in funding for the Classified School Employee Summer Assistance Program and \$50M in funding for Classified Employee Professional Development Block Grant.

Professional Development Funds for Classified Employees allocates K-12 school districts and county offices of education, and community colleges to establish the Classified School Employee Professional Development Block Grant Program in the 2018-2019 fiscal year. For community college districts, the Chancellor's Office is charged with providing guidance to the districts regarding expenditure of the funds for professional development, but the bill does not contain any specific requirements regarding the training.

AB 1808 does not establish any deadline by which a local educational agency (LEA) must spend the grant it receives pursuant to this bill. The grant money received pursuant to this bill can be spent over more than one budget year. Please ask your Labor Relations Representative for detailed information on the law. View the Legislation Strategy and Implementation Bill Analysis, AB 1808 (Education Omnibus Trailer Bill)."

https://www.csea.com/web/res-neg_com

Additional information can be found at the following links:

- Here it is: "Entitlements are based on the rate of \$177.19 per full-time equivalent of classified staff."
<https://www.cde.ca.gov/fg/fo/p/rofile.asp?id=5261>
- https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201720180AB1808
- http://dfs.fcoe.org/sites/dfs.fcoe.org/files/2018-07/Common%20Message%2045-Day%20Revision%202018-19%20Adopted%20Budget_0.pdf
- **Ed Code 45391:**
http://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=EDC§ionNum=45391 = **WE MAY HAVE TO RETHINK OUR IDEA OF HOW TO BEST UTILIZE THE FUNDS.**

We are looking for volunteers interested in participating on this committee to help develop a strategy for utilizing this funding. **Please contact any negotiator if interested.**

WHAT TO DO WHEN YOU ARE BEING DISCIPLINED

Your right to Union representation at investigatory meetings is guaranteed to you as a result of a court case. In 1975 the United States Supreme Court in the case of *NLRB v. J. Weingarten, Inc.* upheld a National Labor Relations Board (NLRB) decision that employees have a right to Union representation at investigatory meetings. These rights have become known as the Weingarten Rights. Here are some things to think about when this issue comes up:

1. If a manager comes to you and states he/she needs to meet with you, always ask about the nature of the meeting so you will know how to prepare. If the manager states it is about a problem, something that could conceivably turn into a disciplinary issue, advise the manager at that time that you need Union representation. A manager should not refuse to let the employee know what the meeting is about. Be prepared to press the manager about the topic of the meeting.
2. It is necessary for you to tell management that you want your Union representative to be present at the meeting. Management does not have any obligation to tell you about your right to Union representation or offer it to you. Management must then postpone the meeting for at least 24 hours to allow you to arrange for a Union representative to attend the meeting.
3. Contact the Union as soon as you know there is a problem so we can start preparing by gathering documents, doing research, etc. You can contact your local Union leadership or you can call your CSEA labor relations representative (Susan de Leon @ 209-406-8979) for representation.
4. Once you have received a disciplinary action let your Union representative know immediately as there is a limited amount of time to prepare a response (10 workdays).

Call your Union representative if you have questions or concerns regarding your right to Union representation.

Submitted on behalf of Labor Rep, Susan de Leon

Campus Information

Merced College Food Pantry



Do you know someone that struggles with basic needs insecurities? Did you know that Merced College's Associated Students sponsor a food pantry that is open to all students and staff? All are welcome and there are no eligibility requirements. It is open to all currently enrolled students with a valid student ID and current term sticker and to staff with a valid staff ID. Don't have your Merced College ID card? No problem. Visit Admissions and Records in the Leshar Building during normal business hours to have one made.

If you are interested in supporting this great cause, the ASMC Food Pantry happily takes donations of canned goods, toiletries, frozen foods, fresh fruits & vegetables and clothes year round! Staff can also donate through the Merced College Foundation. Visit the ASMC Food Pantry webpage for contact information, location dates and times.

Welcome our newest CSEA family members

- Esther Magana-Buie, Instructional Support Tech I
- Selina Nunes, Student Services Assistant LB
- Juan Rodriguez, Digital Media Specialist
- Casey Soto, Payroll Technician

Human Resources

As a condition of employment, Merced College employees are required to undergo Tuberculosis (TB) screening every four years. Human Resources has worked with Information Technology Services to help automate the notification of expired TB clearances. Many of us have received notices in the last couple of months. There are two ways you can fulfill this requirement: 1) by undergoing a risk assessment or 2) by examination.

Employees were given until December 20, 2019, to comply with this requirement. If you have not complied with this notice, it may result in the District's inability to schedule you to work in the Spring 2020 semester. Employees do not have to use personal time to get their TB clearance; release time has been granted. For additional questions, please contact Daniel Payan in HR at X6295.

Calling All Volunteers!



Interested in getting involved and not sure where to start? Participating on a hiring committee is a great place to start. Committees are fun and a great way to mix up your daily schedule while having a positive impact on the future of the college.

It's a great opportunity to help shape the future of Merced College, with a low level of commitment, yet you get to learn more about the college culture, your colleagues, and—most importantly—have a voice in hiring more great people like you!

We would like to establish a larger pool of staff that are available to serve on hiring committees. If you are interested, please email [Carmen Moreno](#).

Okay, so been there done that. Looking for something more long-term? How about joining one of our many participatory governance groups. Our campus has many ways to get involved. This is an opportunity to share your opinions and learn more about the day-to-day operations of the college. We are currently seeking volunteers for the following committees:

- **HR Council** – This committee falls under HR and is currently responsible for reviewing and updating the District's policies to align with changes in law. This is a great opportunity to understand where our policies are derived from and how changes affect our District. Committee meets on the second and fourth Tuesday of each month from 2:00p – 3:30p in the Admin Conference Room (ACR).
- **Professional Development Committee** – Newly formed committee to help plan and strategize how to spend AB 1808 funding. Schedule has not yet been developed for this committee.
- **Wellness Committee** – This committee was formed in 2019 by Kelly Underwood, AVPHR to help strategize and plan an overall wellness program for the District. It currently meets the second Tuesday of each month from 3:00p – 4:00p in ACR.

If you are interested, please email [Carmen Moreno](#). **Supervisor approval is needed to serve on hiring panels and committees.**

News from the Chancellor's Office

Learn more about the issues California Community Colleges are facing at the State level. Learn how regulatory laws and legislation impact other institutions. [Read more>>](#)



Visit the Newly Renovated Merced College Bookstore

As many of you know, Merced College has partnered [Follet](#) to oversee operations of our bookstore. Renovations are now complete; stop by and take a look! Staff get a 10% discount on most purchases excluding textbooks.

Community Information



Free Tax Preparation Services

The United Way of Merced County is offering free tax preparation workshops for qualified households located in Merced, Winton and Los Banos. This service is available through the Volunteer Income Tax Assistance (VITA) program to households earning less than \$54,000 annually. An IRS-certified volunteer will provide basic income tax return preparation and electronic filing.

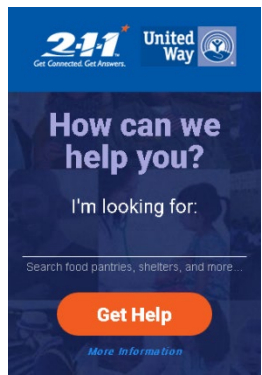
[Read more>>](#)

New Year Resolutions?
Maybe you want to learn something new this year, volunteer, or just need help with basic needs securities. Here are some resources that can help you or someone you know.

If your household earnings are \$66,000 or less, you can attend a workshop at the Merced College Business Center to prepare and file your taxes for free! Visit myfreetaxes.org or learn more [here](#).

Volunteerism Opportunities

Interested in volunteering your time to learn how to become a certified tax preparer? VITA needs volunteers to help assist community members get the most out of their tax returns. Workshops are still available. [Learn more>>](#)



2-1-1 Get Connected

2-1-1 is a free and confidential referral service that connects people across North America to health and human services in their community 24 hours a day, 7 days a week.

2-1-1 serves people of all income levels, languages and cultural backgrounds. It also plays an important role in providing information and support in times of disaster, such as evacuation, shelter, food, medical and recovery information, and provides public officials with feedback from callers about changing conditions.

Not only is this service a great resource for our college community, you can opt to receive text notifications, donate or volunteer. [Learn more>>](#)

Informed Delivery by USPS

Digitally preview your mail and manage your packages scheduled to arrive soon! Informed Delivery allows you to view greyscale images of the exterior, address side of letter-sized mailpieces and track packages in one convenient location. I subscribe to this service myself and can say that it's been very useful on a number of occasions. Visit usps.com to see if informed delivery is available in your area.



Subscribe Merced

Subscribe Merced is a community outreach tool for citizens to subscribe and select from the various topics that interest them to be kept informed by the City. With this new tool citizens pick the topics that interest them and will be sent information on regular basis on these topics.

Topics include Job Announcements, BIDS/RFP Announcements, News & Announcements, Parks and Youth Events, Volunteer Opportunities, Boards & Commissions, Council Agendas, Fire Department Announcements, Police Department Announcements, Road Closures & Emergency Water Break. This allows the City to keep citizens more informed on various topic's that Citizen's subscribe to. Enroll in either email or SMS (text) messaging services. [Enroll here>>](#)

Health & Wellness

Our community has many opportunities that support health and wellbeing. Many are free or reduced cost.

- Merced College Community Services [classes](#)!

The following classes are approved at no cost to the employee through the Wellness Program: Yoga, **New** this Spring is Vinyasa Yoga, Aikido, Lap Swim and Swing Dance. Community Services also offer employees a 15% discount for all other classes. Call the office at 384-6224 to register for classes through the Wellness Program as well as the employee discount.

- City of Merced [Senior Center Activities](#)
- City of Los Banos ["For Residents"](#) page
- Dignity Health offers free [Health & Wellness Classes](#) such as Yoga, Walking, and Zumba! They also offer smoking cessation classes if you're trying to kick the habit.
- Elk's Lodge [Calendar of Events](#)
- [Farmers Market](#) (Merced Main Street Association) held each Saturday from 7:00a – 2:00p
- Merced County [Community](#) page lists a variety of useful links to events happening in our community
- [MyMerced.com](#) is an event board with upcoming events in and around the area

If you know of something fun going on in our community, please email [Jeanette Martin](#) and spread the word!

Member Benefits

Saving Money on Prescriptions

[Costco Pharmacy](#)- Switching to Costco Pharmacy could save you money on your prescriptions. You can get a 90-day prescription refill delivered directly to your home for free when using standard shipping.

Some prescriptions are zero cost to members! Contact your nearest Costco pharmacy for details.

Member Login

Can't remember your username or password? Need assistance logging in? Website assistance can help. [Learn more>>](#)



Corporate Memberberhip at InShape

As a Merced College employee, you are eligible for a 20% discount on an InShape corporate membership giving employees access to more than 55 locations throughout the state. This can be a shared membership between family and/or friends. One-time enrollment fees and monthly rates vary. There is an annual fee of \$39.99 for a 1-person membership or \$49.99 for a 2+ person membership that is applied on the seventh month after your contract begins. If you are interested in joining or have an existing membership you are interested in switching to our corporate rate, please visit the Yosemite Avenue InShape location or call (209) 722-3988 for more information.

Anthem Blue Cross - Review your health care plan and benefits [here](#).

FREE SISC Health Screening – Everyone should have received an email from HR about upcoming dates for this year's health screening. It's a great way to have your vitals checked for preventative maintenance and you earn a \$25 Amazon gift card just for participating. [Schedule your appointment](#) today!

LiveHealth Online is a benefit that allows members to visit with a doctor, psychiatrist or therapist through live video in the privacy and comfort of your home. Just sign up, log in at your scheduled time, and start your video chat. [Learn More>>](#)

Manage your benefits with Syndey Health. Download the app Sydney Health for access on your mobile device.



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Sweets for your sweet!

From **January 29 – February 14th** get an extra dollar off See’s Candies certificates and an extra two dollars off any restaurant gift card when you order your Valentine’s Day goodies with CSEA. Don’t miss out on this special offer, place an order today! Plan ahead. Tickets and gift certificates can take 7-10 business days to arrive. [More>>](#)

Costco’s Valentine’s Day Gift Ideas

Visit [Costco](#) for specials on floral arrangements, jewelry, gift cards, movie tickets, photos and more this season.

Job Steward News!

Please welcome our new Chief Job Steward, **Christine Clarkson**. Christine is an Anthropologist and Registered Professional Archaeologist. She has been employed at Merced College as an Instructional Support Technician III (now known as a Laboratory Technician – Science) in the Physical Science, Anthropology and Geography programs since 2004. An alumna of Merced College, Christine earned her A.A. degree here before transferring to U.C Davis where she earned her baccalaureate degree. She later earned her master’s degree from UC Merced while working full-time at Merced College. Christine first became involved with CSEA around 2007 and has since held many offices including Vice President, President, Past President, Chief Negotiator and Chief Union Steward. She has also attended and been invited to many CSEA training opportunities including the CSEA Organizing Institute and Wellstone Action Training. Aside from her work at Merced College, which she enjoys, Christine spends much of her time working on various archaeological projects or donating her time to scientific and archaeological organizations. In what little spare time she has, you’ll likely find Christine spending time with her family and friends and/or outdoors walking her dog, hiking, kayaking, swimming, or riding her bike somewhere. We are excited she’s continuing to work with CSEA as our Chief Job Steward.



What is a Job Steward?

When there is a workplace problem, the CSEA Union Steward is the first line of defense for most classified employees. As the Chief Job Steward, it is their duty to guide and direct the chapter’s union stewards to ensure all grievances are handled properly and are consistent in their resolution.

CSEA offers a Union Steward Training program that helps build confidence to deal with situations before a problem begins. Per CSEA Policy 911, participants must be an active (or active retired) member in good standing with their chapter in order to participate.

Union Steward Training

Interested in learning what a union steward does? Follow the link below to sign up and reserve your seat for the [Union Steward Training](#) or other training opportunities. Alternatively, you can call (209) 472-6100 or email RDFORSVP@csea.com with questions or inquiries.

Classes are held from 8:30a –5:00p @ the Merced COE Newbold Room located at 632 W. 13th Street, Merced 95341.

Please note that Union Steward Training must be taken in sequential order and registration is required. To become a Certified Union Steward, all three levels must be completed within two years.

Upcoming Training:

Level #2 Saturday, March 7, 2020

Level #3 Saturday, April 4, 2020

Level #4 Saturday, April 15, 2020

Training and Educational Opportunities

Interested in updating your skillset or learning something new. How about getting a degree or a teaching credential? There are many resources that can help.

CSEA Benefits

CSEA offers free associate degree programs, low-cost bachelor's degree programs, classified school employee teacher credential programs, scholarships, grants, and more. [Learn more>>](#)

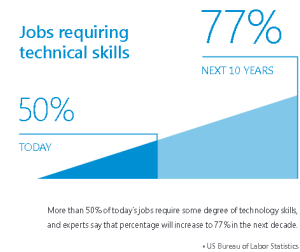
Vision Resource Center

The Vision Resource Center (VRC) is an online learning platform for all professionals in the California Community College system. Learn from a variety of content from Learning with Lynda.com and Skillsoft. Already a member? Login to see what's new or create a new account [here](#). Use the non-integrated general user login and begin exploring the possibilities!

Merced College Educational Technology Training Center (ETTC)

[Microsoft Imagine Academy \(formerly Microsoft IT Academy\)](#)

Interested in technology? Did you know analysts project that over the next 10 years 77% of the job market will require some amount of technical skill. Are you curious about coding with the latest tools, developing skills in IT administration or cloud computing, or maybe you are a data person and like analytics? For more information about the courses available and training opportunities, Contact [Omar Amavizca](#) in the ETTC.



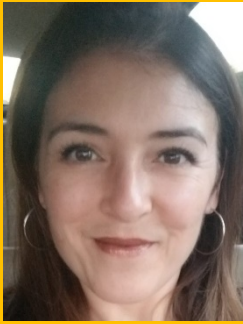
[Goodwill Community Foundation \(GCFGlobal\)](#)

GCF is a free learning platform designed to help people learn and develop skills needed to advance in work and life. Check out this [video](#). Learn more by visiting eLearning Resources at the ETTC [here](#).

Merced College Community Services



Merced College, in partnership with **ed2go**, offers online open enrollment programs designed to provide the skills necessary to acquire professional level positions for many in-demand occupations. These are fee-based courses designed to prepare you for a new career, or help you advance within your current occupation. Learn new skills and prepare for industry-recognized certifications. [Learn more>>](#)



Jeanette Martin

CCO Officer

Ext: 6393

Fun Fact: Many businesses offer discounts on products, services, memberships, and subscriptions to students. Check out [dealhack](#) for a full list.

How to Pay for College?

Personal and professional growth can be a necessary step for most of us. Whether it's maintaining a current certification required for employment, gaining skills for advancement, or learning and improving on existing skills, how to pay for college is always top of mind. There many ways to reduce the cost, apply for reimbursement, or qualify for no-cost education and training. Below are some starting points of where to go to find the information you need.



- **CSEA member benefits** offer free associate degree programs and have a select number or reduced cost Bachelor's programs.
- **Merced College CSEA Chapter #274 Memorial Scholarship.** Our CSEA chapter offers two \$500 scholarships available to CSEA members (1/2-time member or dependent attending college full-time) or dependents by blood or marriage. Minimum 2.5 GPA. Selected by donor. Information can be found in the MC Foundation Scholarship booklet published each year in March.
- This information, along with other scholarship opportunities, can be found on the [Merced College Financial Aid](#) website to help pay for college.
- Both CSEA and Classified Senate offer reimbursement for training and educational opportunities. Email a local representative for more details.
- Receive additional pay stipends for increased education beyond what's required for your current position. Login to mc4me@mccd.edu and access the following for more options:
 - [Tuition Reimbursement](#) (Select Tuition Reimbursement from the list of forms; opens as a Word doc)
 - [Staff Development Program](#)
 - [Permission to Take College Courses During Work Hours](#)

Contact Information

Chapter Information

Merced College
[CSEA Chapter 274](#)
3600 M Street
Merced, CA 95348

Labor Representative

Labor Rep, Susan de Leon
Main: 209.472.6113
Email: sudeleon@csea.com

Member Benefits

866-ITS-CSEA
(866.487.2732)

Field Office

[River Delta Field Office](#)
5375 West Lane
Stockton, CA 95210

Main: 209.472.2170
Toll-free: 800.757.4229
Fax: 209.472.2089