



# CSEA NEWSLETTER

DECEMBER 2018

## Layoffs hit Merced College

Your CSEA Chapter Officers and Negotiators have been working with Administration to ensure job security in a time of transition at the college. Unfortunately, there are Brothers and Sisters that were affected by the administrative reorganization. Some have been reallocated to different positions, others have been re-classed within their current position, and a small few, regrettably, will be laid off.

Although this is can be overwhelming financially and emotionally, there are some steps that one can take to help in the decision-making process for moving forward.

**Know your rights** – If you are laid off, the district is required by law to give you 60 day notice. Districts must also bargain over the effects of a layoff or the decision to reduce hours.

**Keep your health coverage** – Losing your health benefits can pose an even greater financial risk than losing your salary. Uninsured medical costs can be devastating. Refer to Human Resources on maintaining alternative health benefits.

**File for unemployment** – As soon as you receive a layoff notice, you should file an Unemployment Insurance claim with the California Employment Development Department (EDD). The longer you wait to do this, the longer you go without a check.

**Start your job search** – If you are looking to continue your career in California's public schools, there's no better online resource than EDJOIN.

**Take care of your finances** – Union Plus offers credit counseling services, budgeting advice and no-fee debt management and bankruptcy counseling benefits, as well as job loss grants and other helpful programs to assist eligible union members facing hardships.

**Your union membership may continue and your CSEA family will always be there for you!**



## 2019 CSEA Executive Board Officers

**Please congratulate your brother or sister for their commitment to represent Y.O.U. for 2019.**

**President** Terry Plett    **Vice President** Carmen Moreno

**Secretary** Teresa Gudel    **Treasurer** Maria Soto

**Communications Officer** Steven Welch

**Chief Job Steward** Kristi Wolf

**Chief Negotiator** Christine Grimaldi– Clarkson

**Negotiator** Ramon Avila Jr., Angelica Campos, & Diana Butts

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## CSEA 's Holiday Shopping

[www.csea.com/web/Benefits/CSEA-Online-Store](http://www.csea.com/web/Benefits/CSEA-Online-Store)



Purchase Holiday Gifts and Tickets to Winter Amusements and Attractions and Save Today! CSEA offers Members many gift-giving and stocking stuffer options at a discount! View our current offers and purchase tickets by calling the Member Benefits Service Center at (866) 487-2732 or shop online.

CSEA Online Store will be closed Monday, Dec. 24 through Tuesday, Jan. 1 for the Holidays. It will reopen Wednesday morning, Jan. 2. All orders received after 3pm on Friday, Dec. 21 will be shipped on Wed., Jan. 2. To receive your items before Christmas, place your orders before 3pm this Friday.

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HAPPY HOLIDAYS CSEA BROTHERS AND SISTERS!



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## Negotiations Update

From The Negotiation TEAM:

After just seven very productive meetings, we wrapped up negotiations on Monday, November 26<sup>th</sup>. A summary was emailed out to everyone on Thursday afternoon to briefly describe the changes to the negotiated articles. We must still have CSEA headquarters review the tentative agreements (TAs) and proposed salary schedules for compliance before they can be shared with you. Q&A sessions will be scheduled in January with the goal of a ratification date set for the end of January. In addition, we are still meeting to address the classification re-study in order to begin mapping positions to appropriate salary ranges, which may result in additional increases for some.

We would like to reiterate to please not contact HR/ Payroll with any questions you may have in regards to this information at this point. We're sure you will have questions, but we would appreciate it if you don't bombard us with individual emails and phone calls either— the best way to get answers is to attend one of the Q&A sessions in January where everything will be explained in detail. Be on the lookout for an email notification of dates/times/locations of the forums. We encourage you to share and discuss this information with other Classified Professionals—especially the Q&A session info since not everyone checks their email regularly. The team is grateful for a positive and fruitful round of negotiations and looks forward to the next round with the District to continue to close the salary gap for classified professionals. Have restful break and Happy Holidays everyone!



## CSEA Chapter Meeting

Wednesday, December

19, 2018

SU -137 12-1pm

Lunch is provided!



## CSEA's Dorothy Bjork Assistance Fund gives members help & hope for members affected by fires.



Thousands of people lost their homes to the devastating fires in California this year. Most recently, the Camp Fire in Butte County killed scores of people and destroyed hundreds of homes. Like many others in their community. CSEA members helped save lives, evacuated fire victims, and stayed behind to help until the last possible minute. They generously and selflessly helped others despite the destruction of their own homes.

CSEA members who have been impacted can apply for up to \$1,000 in emergency assistance. Call CSEA Member Benefits at 1-866-ITS-CSEA (487-2732) or visit for applications and forms. The Assistance Fund is disbursed through two different programs: The Emergency Assistance Program and the Humanitarian Assistance Program. This past year, CSEA helped hundreds of members affected by natural disasters, such as the major fires in Butte, Shasta, Trinity, Orange, Riverside, Lake, and Mariposa counties. CSEA also awarded thousands of dollars in humanitarian assistance to members who endured financial hardships from health, job, or other unexpected life circumstances.

BEST WISHES TO Y.O.U AND YOURS FOR 2019 CSEA!