

CSEA NEWS

Our Union is:

CSEA Merced College, Chapter 274, Area E, Region 65

Important News

Member Student Loan Reducer - \$500

Student loan debt is a major challenge that many of our members face. CSEA can help members ease the debt with \$500 grants. Applications are available in September of each year and are **due February 15**. Applications can be found [here](#).

CSEA Dependent Scholarship - \$1,000

Looking for ways to help pay for your dependent's college education? CSEA awards \$1,000 Dependent Scholarships to graduating high school seniors as well as those already enrolled in community colleges, colleges/universities, or trade/vocational colleges. Applications are available in November of every year and are **due March 1**. Applicants must be considered dependents of a CSEA member in good standing. Applications can be found [here](#).

2022 Member of the Year Nominations

Do you know someone in your chapter who deserves the recognition and acknowledgment that many CSEA members should receive? [Click here](#) to take steps to nominate that member. All sections of the nomination form are necessary for the nomination to be valid. You can email the completed nomination form to moy@csea.com or mail it to CSEA Headquarters. When they receive the recognition, you'll be proud you took the time to nominate them. Nominations must be **submitted or postmarked by midnight, March 1**.



Upcoming Events

February

[Black History Month](#)

February

[Have-A-Heart Month](#)

February 10

[No Classes at M.C.](#)

February 12

[Lincoln's Birthday \(Obs. Feb. 11\)](#)

February 18

[No One Eats Alone Day](#)

February 21

[President's Day](#)

Introducing the new csea.com!

We invite you to explore CSEA's new and improved website – featuring a mobile-friendly design, easier navigation and great search functionality. Be sure to create your member web account to access member-only content, all new chapter websites, local contact information and much more.

Login access

If you have created an account to access CSEA's document library this year, that login will work on this website. If you created your member account before 2021, you will need to set up a new one. All you need is your email address.

The 2022-2023 Member Benefits Guide and Card Were Mailed Out

The annual Member Benefits Guide and your Membership Card should have been mailed to you in January. Your guide is a summary of the exclusive discounts, benefits and services offered to you as a member of CSEA. Some of these benefits include no-cost college for you and your family members, discount Disneyland tickets through Get Away Today, free \$5,000 Accidental Death and Dismemberment insurance coverage, CSEA's free personal legal referral program, auto and home insurance coverage, and so much more. Peruse this guide to see what you and your family can take advantage of and save! Think CSEA for all your education, entertainment, and consumer needs first. For more information on your benefits, visit www.csea.com/benefits



2022 Virtual CSEA Organizing Institute

March 08, 2022

March 11, 2022

Consider applying if you want to learn the key components to win political campaigns or union organizing campaigns that build your chapter's capacity. Participants will learn one-on-one communication skills, how to recruit and develop key leaders to campaigns and how to run issue campaigns. This is an interactive training that requires participation in roleplaying and a willingness to receive constructive feedback. As part of the training, each participant will create a plan to use the concepts learned at the Organizing Institute. Participation in post-training follow-up is also required.

The Organizing Institute is optimal for participants who lead teams and want to take on greater roles in Action Campaigns.

This is an opportunity to learn what it takes to:

- Effectively engage in One-on-One communication skills;
- Convert potential members into members and retain existing members;
- Strengthen and enforce your contract through concerted activity;
- Create and implement an organizing plan;
- Build your capacity to help protect the jobs, benefits, pensions and living standards of classified employees.

In the Community

[MC Athletics Schedules for Current/Upcoming Seasons](#)

Buhach Colony Music Band Boosters Crab Feed Fundraiser

Saturday, February 5

5:30 – 10:30 pm

Merced County Fair

900 Martin Luther King Junior

Way, Merced, CA 95341

[Tickets \\$75 each or 8 for \\$600](#)

Buhach Colony FFA Tri-Tip BBQ Fundraiser

Tuesday, February 8

3:00 – 6:30 pm

A drive-thru dinner with meals picked up from the Buhach Colony Ag Department.

[Three ticket options including a family meal \(4-6\) for \\$40, one meal for \\$12, and sliced Tri-Tip by the pound for \\$15.](#)

Playhouse Merced

"Gotta Love Improv"

Kid's Mini Camp

Feb. 22nd - 24th

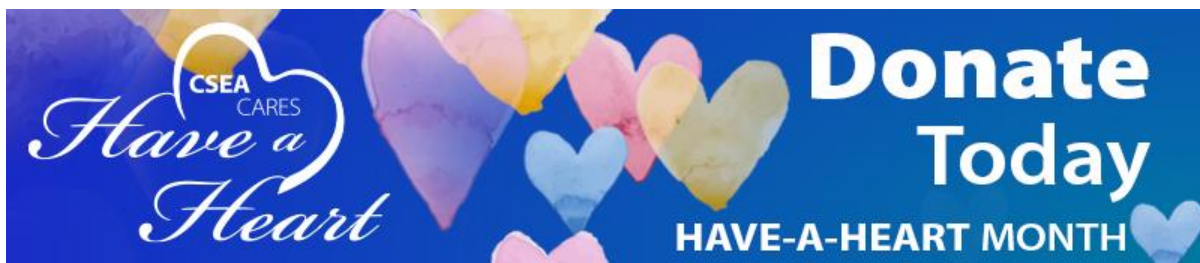
9am-12pm

Ages 7 - 12 yrs

[\\$99 \(scholarships available\)](#)

Members must have use of either a tablet or computer and a zoom account to participate in the training. All members interested in this training [must apply by February 7, 2022](#). The number of members who can be accepted is limited.

For more information please contact Nancy Hurd at nhurd@csea.com or 408-433-1210.



It's Have-A-Heart Month!

Purchase a Chance to Win Some Great Prizes Thanks to CSEA Benefit Providers!

It's Have-A-Heart month and with the help of our very generous benefit providers, [Get Away Today](#), [United Insurance Partners](#), [American Fidelity](#) and [SchoolsFirst Federal Credit Union](#), CSEA's Humanitarian Committee is able to raise funds and make it fun in 2022!

Purchase a ticket (**1 ticket for \$10, or 3 tickets for \$20**) by calling CSEA Member Benefits at (866) 487-2732 to enter for chances to win amazing prizes. For increased chances to win, you can sign up for a [new recurring donation via this link](#) or, complete the [automatic payroll deduction form](#) as a new recurring donor.

All proceeds raised will go directly to the CSEA Assistance Fund! Not only will you get a chance to win one of the awesome prizes listed, but you'll be giving peace of mind to a CSEA family in need.

Prizes - Win One of The Two - \$2,000 Dream Vacations!

[Get Away Today](#) has donated two (2) vacation certificates valued at \$2,000 each, for you and your family to book a vacation from many available choices. *Each raffle ticket purchase you make will give you a chance to win one of the two being raffled off. One winner per prize.*

[Get Away Today](#) is CSEA's exclusive Disneyland ticket provider but they offer so much more than discounted Disneyland Tickets. You can reserve any destination or vacation package/getaway that Get Away Today offers when you win one of the two vacation certificates. Winners will have the opportunity to book a customized cruise, or cruise with Disney, Carnival, Celebrity, or Royal Caribbean, amongst others. Then again, why not book a trip to Hawaii, Las Vegas, Mexico, or book a family theme park vacation to Universal Studios, Disneyland, Walt Disney World Resort, Legoland, Knott's Berry Farm? If you win, these vacation certificates are flexible, the possibilities are endless. Don't miss out on your chance!

Additional Prizes - Thanks to our very valuable and amazing benefit providers, [United Insurance Partners](#), [American Fidelity](#) and [SchoolsFirst](#), if you don't win one of the vacations, you'll still be entered to win one of the following items:

- A New 55-inch Samsung Class Crystal UHD AU8000 Series-4K UHD HDR Smart TV with Alexa Built in- donated by [United Insurance Partners](#)
- An Apple iPad donated by [American Fidelity](#)
- An Apple iPad donated by [SchoolsFirst Federal Credit Union](#)

How To Purchase Raffle Tickets - 1 ticket for \$10, 3 tickets for \$20

Call Member Benefits at (866) 487-2732 to purchase your raffle ticket today, or anytime Monday through Friday from 8:30a.m. to 4:30p.m. Tickets are not limited, buy as many as you'd like for a higher chance to win your next vacation and more. **You can purchase one ticket for \$10, or three tickets for \$20.**

***Final day to purchase raffle tickets is Monday, February 28th, 2022!**

The winner will be drawn during the March Board Meeting on Saturday, March 19th, 2022 and will be notified of their winnings soon after!

****Please Note: raffle ticket purchases are not specific to the items in the raffle. When purchased, you are entered for a chance to win any one of the listed prize items. Order receipts can be emailed to you upon request.***

Other Ways To Donate -

Any new **recurring donation sign-ups** will receive a chance to win. If you add a new recurring donation to increase your monthly donations via the "Donate online" link below, we will also add an entry into the raffle.

Donate online: Make a recurring donation using the link below and be entered for a chance to win.

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

Donate by check-

Please send your donation to:

Dorothy Bjork Assistance Fund
2045 Lundy Avenue
San Jose, CA 95131

Donate by credit card-

Call CSEA Member Benefits at 866-ITS-CSEA (866-487-2732)

Donate by payroll deduction- Complete the payroll deduction form as a **recurring donor** through the link below and send the completed form to member_app@csea.com to be entered for a chance to win as well.

[Payroll Deduction Form](#)

Your generosity is appreciated and so very important! Thank you for making a difference in the lives of your students and communities every day.

CSEA No-Cost Associate and Bachelor's Degree Programs

Download and share the [No-Cost College Program Flyer](#)

One of CSEA's most valuable benefits is within your reach and ready to take you on an educational journey that will open the doors of opportunity for you and your family members! We have several choices for you, depending on your educational goals. All the programs are accredited, online and available to you and all your family members at no out-of-pocket cost for tuition, books and student fees.

- Earn your associate degree, complete a certificate program, or take classes for professional growth with Eastern Gateway Community College with over 30 different programs of study to choose from.
- Do you have 30 or more prior college credits with a 2.2 GPA? Complete a Bachelor's degree in education, including the option to obtain your teaching credential, or study humanities-interdisciplinary studies, business management or criminal justice with Central State University.
- Do you have 45 or more prior college credits and a 2.0 GPA? Attend Franklin University and complete a Bachelor's degree in business management/leadership, social sciences or criminal justice.
- Do you have at least one prior college credit? Attend Paul Quinn College, which offers a variety of Bachelor's degree programs.

For more information and to apply, go to www.csea.com/education.

Important Information on Accreditation: Eastern Gateway, Central State and Franklin are all regionally accredited. Paul Quinn College is nationally accredited. Please review the section called University Partners and Accreditation Information at www.csea.com/bachelors-degree to fully understand how the type of accreditation impacts transfer of credits and acceptance of the bachelor's degree for study at the master's or higher levels.

CSEA No-Cost Teacher Credentialing Program

[No-Cost Teacher Credentialing Program Flyer](#)

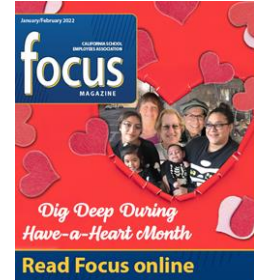
CSEA is here to support you in your journey to become a teacher through the CSEA No-Cost Teacher Credentialing program offered through our university partner, Central State University. You do not need a Bachelor's degree to get started! All you need to be eligible for this program is a least 30 prior college credits and a 2.2 GPA. We know that you have questions about the process and we have prepared a document with answers to [frequently asked questions](#).

[Sign up to attend a CSEA No-Cost College and Teacher Credentialing Virtual Information Session This Evening, Feb. 3, 5:30-7:00 pm](#)

The January/February issue of Focus magazine is out now!

The issue is also packed full of other critical CSEA content, including articles about:

- CSEA's six new sponsored proposals for the legislative session
- The governor's proposed budget and how it will impact classified employees
- Groundbreaking universal transitional kindergarten because of two of our members
- The very first graduate from CSEA's no-cost college program
- Classified School Employees of the Year video profiles
- Scholarship/grant program winners and upcoming deadlines
- Area election information
- And so much more!



We hope you enjoy the [January/February issue of Focus magazine](#).

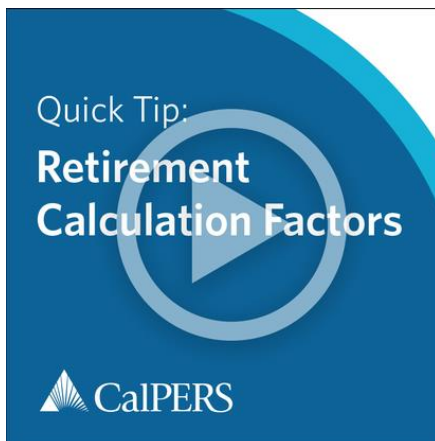
CalPERS Information



Social Security and Your CalPERS Pension

In this webcast, learn how Social Security affects your pension.

[Watch the video](#)



CalPERS 101

Get the basics on your retirement system.

[View the infographic](#)

General Information Bulletin 9-22; Temporary Policy Waivers for Secret Ballot Voting and Electronic Meetings

The CSEA Board of Directors took action to temporarily extend the policy waivers for secret ballot voting until June 30, 2022. Chapters are permitted, but not required, to use such waivers for ratification and election secret ballot voting until June 30, 2022. Our Chapter EBoard still needs to discuss this, but most likely we will continue utilizing these waivers so that if needed we can continue to hold ratification and secret ballot voting via Zoom.

The Merced College CSEA Website Has Been Updated for 2022

You can find our Chapter meeting dates and times, our Bargaining Contract Agreement, our Constitution, EBoard contact information, and more [on our Merced College website](#).

Your Merced College 2021 W-2 is Ready!

If you consented to receive an electronic version, you can find your W-2 in the employee portal. If you get yours in the mail, they were mailed out on January 26, 2022. Please contact [Payroll Manager Rebecca Turner](#) directly if you have any questions or concerns regarding your W-2.

Chapter Contract Agreement Article Highlight: Article 20; Vacation Plan, pages 16-17.

Paid vacation time is accrued monthly. Vacation benefits are based on a fiscal year - July 1 through June 30.

Vacation Carry-Over and Cap: Employee's unused vacation will be carried over month to month. When accrued vacation reaches the employee's maximum cap, **vacation will stop accruing until the vacation balance is reduced to below the cap.** Once the vacation balance is reduced below cap, the vacation accruals will begin in the next monthly accrual cycle. The District shall prorate the vacation cap for employees who work less than full time (40 hours per week) or less than a full year (12 months). The cap is the number of days accumulated in a two-year period of time based on the employee's years of service.

Accumulation: The table below provides the annual vacation accrual rates:

YEARS OF SERVICE	DAYS PER YEAR	HOURS PER MONTHS WORKED	HOURS PER YEAR	MAXIMUM CAP in HOURS
0-5	12	8	96	192
6-10	15	10	120	240
11-15	18	12	144	288
16-20	22.5	15	180	360

Employee accruals for years of service are based on the employee's anniversary date.

Don't lose out on earning your vacation time! Use vacation time before you hit your cap!

Know Your Rights!

If a supervisor calls you into a meeting, you may have reason to have your union representative present.

These are your rights:

- You have the right to know the purpose or subject of the meeting.
- If you think the meeting might lead to discipline, reprimand or dismissal, you have the right to union representation.

Immediately notify your union steward or other union representative of your meeting with management.

If the purpose of the meeting is investigatory and could lead to discipline and you have requested union representation, the employer must stop the meeting or reschedule it until a representative is present.

YOU MUST ASK FOR UNION REPRESENTATION!

The employer does NOT have to advise you of your rights.

If you request union representation and it is denied, you have the right to refuse to answer any questions that could be used against you. However, do NOT refuse to attend the meeting.

Know your complete labor rights as a Classified Employee: [CSEA Publication 311: Know Your Rights](#)

Curious How CSEA is Structured?

If you have ever wondered how CSEA is structured beyond our Chapter, [check out CSEA Publication 203: CSEA Structure; The Association](#)



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