

CHAPTER NEWS

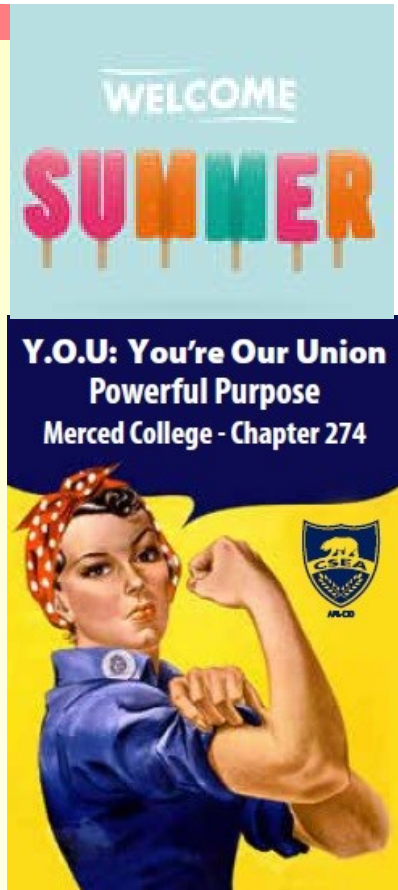
A Message From The CSEA Chap:

EMS has been chosen to complete the benchmarking study on job duties and salaries. EMS will be meeting with individuals to discuss their job specs, duties, and ranges. The total cost for the study is estimated to be under \$70,000. The Project Timeline can be viewed at [EMS Project Timeline](#)

Project Timeline

Following are projected Project component completion dates. The key factor in maintaining this schedule will be the College's ability to coordinate and schedule resources. The following timeline assumes a start date of January 15, 2016

ACTIVITY	Approximate Project Timeline
Planning	
Study Management: includes collaboration with College Administration to review scope of Study; identification of primary contacts; defining job classifications and role of steering committee; scheduling initial meeting of committee; scheduling focus groups; reviewing timelines, etc.	June, 2016
Steering Committee Development & Orientation: includes review of Study activities, overview of processes, and identification of market sources.	June 2016
Job Analysis	
Begin Data Collection: includes conducting focus group and individual interviews. Focus groups may be completed in two separate onsite visits based on College specifications.	July 2016
Complete Classification Data Collection: completion of scheduled focus groups. Makeup sessions may be scheduled as appropriate during the course of the study.	July 2016
Validation of Classification Data: includes development of draft job information collected for distribution to supervisory staff and focus group participants for review.	August 2016
Return of Classification Data: includes return of draft job analyses for analysis and modification as appropriate.	September 2016
Final Job Descriptions: includes development of draft job descriptions based on validation process for distribution to all incumbents.	October 2016
Job Valuation	
Review of Classification Instrument: includes training on process and review of education-based job valuation weighting factors.	August 2016
Data Analysis: includes job evaluation factor weighting and comparison to salary schedule(s).	August 2016
Application of Classification Instrument: includes evaluation of all classifications.	September 2016



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Classified School Employee Week

This years Classified School Employee Week was a great success. CSEA Chapter 274 of Merced College is very proud of our classified professionals so it was a pleasure to host a breakfast and lunch for them.

We received excellent feedback in regards to the Breakfast and some positive and helpful suggestions for next year.

Many members participated during the week in the CSEA Spirit Daily Drawing. Each daily drawing winner received a CSEA prize.

The CSEA Bar-B-Q Lunch was a hit! The food, the raffle prizes and the camaraderie were all fantastic. Thanks to all of the CSEA volunteers that helped.



I would like to thank all of the volunteers for volunteering your time to assist with making our CSEA Week celebrations a huge success! These events require much planning and preparation but without each of you, we would not be able to put them on. So THANK YOU!

~Angelica Campos

What Has the Union Done for Me Lately?

One of our members, who wishes to remain anonymous, shares their grievance success story.

I started as a Part-Time Student Clerk 1 here at Merced College about 7 years ago. Our department Director decided that our program needed a Full-Time instead of a Part-Time Student Clerk 1 to better serve our population of students. I thought it was great, I would be able to apply and interview for a position that I have been performing as an employee here at the college. Until I read the job description and one item that really upset me, because in my original job description, this certificate requirement was not needed. I felt frustrated and upset because I could

not apply for this position unless I had that one requirement. I decided to talk to a CSEA member and see what they might suggest I could do about this dilemma. And I am glad I did, they were able to fight for me and give me a chance for interviewing, and they motivated me enough that I made it to the second interview and eventually I was offered the position. Thank you CSEA for fighting and believing in me.

~Classified Professional



For up-to-date info and reminders!
@: <https://www.facebook.com/mercedcollegeCSEA>

Check out our revamped Merced College Chapter 274 CSEA Web Page!
<http://www.mccd.edu/about/committees/csea/index.html>

Highlights of the Year

Membership Unity Program (MUP) 2016

The Membership Unity Program (MUP) 2016 Experience:

We have had a long period where we felt there was a disconnect with our members understanding how important each member is and how vital it is to be united. We feel there were issues, for example, not getting a decent raise in an extremely long time, which helped to make moral strained. There is a feeling of unity that has begun to surface since we started MUP. We plan to continue and keep the momentum going. Had we not had this “new beginning”, there may not have been the refresh that was needed for all of us to keep fighting for the rights that so many before us have fought hard to obtain. There is a stronger sense of ownership, responsibility, and pride to continue our plight. Thank you MUP!

~Kristi Wolf



BINGO NIGHT & POTLUCK SOCIAL

Bingo night was a fun success! Many great prizes were given. A total of \$221 was raised that night.

Relay For Life of Merced

In conjunction with CSEA Chapter 530—Merced City Schools, we participated in the American Cancer Society’s Relay for Life event held on Saturday, April 23rd.



Club Rush Week booth – Our chapter had a booth where we introduced ourselves to the students and educated them about the Classified Professionals and what we do on campus. Most students thought classified were either Counselors or Teachers.



May 15-21, 2016

Classified School Employee Week



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Negotiations Updates:

Hello,

Negotiators have met once with the district and have begun discussions on Article 33: Pay and Allowances under or 2013-2016 contract. Our next meeting is August 10.

We currently have six job specs that we are negotiating – five are revisions and one is a new position. A few may be altered enough that they will require ratification from our chapter. We will likely be asking our members to vote on these revised and new job specs in the next couple weeks.

Christine Grimaldi Clarkson
CSEA Chief Negotiator
Chapter 274
Merced College

Next Chapter Meeting: Wednesday, July 13th @ Noon!

**California School
Employees Association**



AFL-CIO