



# CSEA Chapter NEWS

## Chapter #274-Merced College



MAY 2018



Classified Employees serve, protect and inspire students as they develop and pursue their dreams. Classified Employees are all heroes, and The Heartbeat of Merced College!

### *Inside This Issue*

**Celebrating Classified Employees Week.....Page 1**

**2018 CSEA Chapter #274 Officers, Job Stewards, & Negotiation Team.....Page 2**

**Union Rights News.....Page 3**

**CSEA Supporting Education.....Page 4**



### **2018 Chapter Board Officers:**

**President:**

*Daryl Lingerfelt*

**Vice President:**

*Carmen Moreno*

**Treasurer:**

*Maria Soto*

**Secretary:**

*Melissa Ward*

**CPRO:**

*Rosalie Kekahuna*

**Chief Union Steward:**

*Kristi Wolf*

**Past President:** *Teresa Gudgel*

### **Chapter Job Stewards:**

Ramon Avila, Sr.

Diana Butts

Christine Grimaldi-Clarkson

Terry Plett

Kristi Wolf

Richard “Z” Zeunges

### **Negotiation Team:**

Diana Butts, Chief Negotiator

Ramon Avila, Sr.

Angelica Campos

Christine Grimaldi-Clarkson

### **Negotiation Update:**

Hello AWESOME Classified Professionals!

Just a small update that we are currently waiting to hear from HR when they will be ready to move forward with a timeline to start the process of negotiating our current contract. Thank you for your patience. Stay tuned and as usual please call any one of your current negotiators with any concerns. Have a great month!

Diana Butts, Chief Negotiator

**2018 CSEA-Chapter #274 Merced College  
Board Officers & Job Stewards &  
Negotiation Team**

## UNION RIGHTS

*Most of the legal rights and safety laws that protect As classified employees, we are afforded many basic rights by law or through collective bargaining. Learn about your rights on the job and what you can do to protect yourself if your rights are violated.*

Have you received a work performance evaluation that you honestly believe is unjust?

According to the Education Code, you have the right to submit a rebuttal to a performance evaluation or any other derogatory documentation.

You also have the right to inspect any materials in your personnel file that might affect your employment status, except ratings, and you maintain this right for as long as you are employed by the district. However, there are some exceptions, including: reports or records which were obtained prior to your employment, were prepared by identifiable examination committee members, or were obtained in connection with a promotional examination.

Information of a derogatory nature, with the exceptions mentioned above, shall not be placed in your file until you are given notice and an opportunity to review and comment about it. You have the right to review any derogatory information during normal business hours and you must be released from work for this purpose, without a salary reduction. You also have the right to attach your own comments to any derogatory statement, although you must do so on off-duty time.

## Merced College CSEA UNION At Work For Y.O.U.

A member who was given an “off-cycle” evaluation 3 months prior to the regularly scheduled evaluation. The reason? The supervisor had some concerns. The evaluation was not good. The Union was able to have this off-cycle evaluation torn up and proper procedure is currently being followed by the supervisor. Please remember that supervisors should address concerns with you, one-on-one, privately. The supervisor and you will develop an improvement plan. This improvement plan can state that an off-cycle evaluation will/may be done, depending on the timing of your regularly scheduled evaluation. If you have concerns about evaluations (timing, frequency, bad evaluation, etc.) don’t be afraid to reach out to one of the Union Stewards and discuss it. We’re here for Y.O.U.!



## UNION RIGHTS & NEWS

## ***CSEA Scholarship***

CSEA Chapter #274

Merced College

Awarded 2 scholarships:

Tyler Fuamatu-Tomlin

*Social & Behavioral Science, Psychology  
and EMT*

Luis Canela III

*Kinesiology major*

**Congratulations!**



Pictured: Tyler Fuamatu-Tomlin from the Merit & Awards Ceremony on May 11<sup>th</sup> at the Los Banos campus. Majors: Social & Behavioral Science, Psychology, and EMT.

## **Union Plus Free College Benefit**

The Union Plus Free College Benefit offers CSEA members and their families an accessible, debt-free and convenient higher education opportunity. You, your spouse, children, grandchildren, and financial dependents can all take advantage of this exciting opportunity. *Note: Your children and grandchildren do NOT need to be your financial dependents or living with you to qualify for this benefit.*

### **Zero Out of Pocket Costs**

Members and their families can earn an Associate's Degree online, with no out of pocket costs. What is called a "last-dollar scholarship" covers the difference between any Federal Grants and your tuition, books, fees, and e-books at Eastern Gateway Community College.

### **Eastern Gateway Credits are Transferable**

Eastern Gateway Community College is a public, non-profit school in the University System of Ohio and is regionally accredited by the Higher Learning Commission. Credits you earn can transfer to other schools, potentially saving you thousands of dollars.

***CSEA SUPPORTING EDUCATION***