



CSEA Chapter NEWS

Chapter #274-Merced College



OCTOBER 2018

CSEA Chapter Celebrates Classified

"ICE CREAM SOCIAL"



Classified Participates in the
Ellucian Colleague User's Group
Conference hosted by MC
(CHUGADUG/4CUG)



Pictures provided by Jeannette Martin & Sean Lynch

Register to VOTE

GENERAL ELECTIONS

November 6, 2018!

The following are candidates running for
Merced College Board of Trustees.

Remember to VOTE!

- Area 1** Cindy Lashbrook, Mario Mendoza
- Area 4** Sue Chappell, Dennis Jordan
- Area 7** John Pedrozo, Leonel Villarreal

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Board Officers & Job Stewards & Negotiation Team "Become a Job Steward"



Union Steward Training

2018 Chapter Executive Board:

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:

Diana Butts

Christine Grimaldi-Clarkson

Kristi Wolf

Richard "Z" Zeunges

CSEA ensures that its Union Stewards get as much training as they need through the Union Steward Training Program. Participants get comprehensive training through the various levels of the program.

When there is a workplace problem, the CSEA Union Steward is the first line of defense for most classified employees. Completion of this program will give you the confidence to deal with situations before a problem happens. Per CSEA Policy 911, participants must be an active (or active retired) member in good standing in their chapter in order to participate.

Training Date & Location:

Level #2

Saturday, October 13, 2018

8:30 a.m. to 5:00 p.m.

Merced COE New Board Room - 632 W. 13th Street, Merced 95341

Level 2 must be completed prior to registering/attending Level 3.

Level #3

Saturday, December 1, 2018

8:30 a.m. to 5:00 p.m.

Merced COE New Board Room - 632 W. 13th Street, Merced 95341

Level 2 must be completed prior to registering/attending Level 3.

Sign up and reserve your seat today for the Union Steward Training by calling (209) 472-6100 or toll free (800)757-4229 or email to RDFORSVP@csea.com or visit <http://www.csea.com/web/Training/CSEA-Training-Directory> for other training opportunities or online registration.

BECOME a JOB STEWARD:

Completed Level 1? Consider attending Level 2

See UNION STEWARD TRAINING

Negotiation Team:

Diana Butts, Chief Negotiator

Ramon Avila, Sr.

Angelica Campos

Christine Grimaldi-Clarkson



Building strength through unity



CSEA has championed the rights of classified employees for nearly a century, transforming our members into respected partners of the education community. Today, we have a powerful, 91-percent membership rate and represent more than 240,000 employees throughout California, making us the largest classified school employee union in the nation.

Unity in CSEA

Discipline and Due Process

Classified employees have the right to due process, including the right to receive written notice of charges, the right to be represented & the right to informal and formal responses. Also, some contracts include binding arbitration for discipline.

Employee entitled to due process

Permanent classified employees have a “property interest” in their jobs, which requires the district to comply with “due process” elements before imposing discipline. These basic rights include: notice of the charges, a right to respond orally and/or in writing and the right to representation.

Employer must provide written notice

Classified employees have the right to be notified in writing of the charges against them. The document must set forth the “cause” for which the action is taken, and “...in ordinary and concise language, the **specific acts** and omissions upon which the disciplinary action is based...” Education Code Section 45116 (88016)

Charge must be filed within two years

Classified employees cannot be subject to acts that occurred while the employee was on probation or that are over two (2) years old. This standard automatically exists in non-merit districts but can be negotiated in merit system districts. Education Code Section 45113 (88013)

Employee’s right to respond in “Skelly” conference

In a merit system school district, the governing board and its management agents impose discipline and must afford employees what is commonly referred to as a “Skelly” conference. Here the employee has the right to respond orally and/or in writing to the charges. The district’s “Skelly” hearing officer is supposed to be an “objective official” from the district. An employee has the right then to appeal any imposed discipline to the personnel commission (or its hearing officer), whose findings are binding upon the employee and the District.



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The role of the governing board


In non-merit districts, the governing board’s management agents propose the disciplinary action, providing the employee with written charges and five (5) days to request a hearing. The Governing Board may hear the case or the parties may delegate the hearing to a hearing officer or arbitrator but “... the governing board’s determination of the sufficiency of cause for disciplinary action shall be conclusive,” unless there is binding arbitration in your contract.

Employee has right to representation

Classified employees have a right to be represented at all investigative meetings that could reasonably lead to discipline and any meeting to challenge the discipline. California Government Code section 3543.1(a)

Has the district violated your rights?

If you feel the district has violated your rights, contact a union steward, chapter officer, or CSEA staff professional from your local field office, to assist you in the enforcement of your rights. You may be able to file a grievance or pursue civil action.



As a CSEA member, you are entitled to a 15% discount off qualified wireless plans. In addition, you can save 20% on select accessories and have the \$25 activation fee waived on select devices for a new AT&T line.

AETU

Chief Job Stewart Report & Get Involved

Chief Job Stewart Report—

Our Union Stewards have helped several of our members over the last few months:

1. With the help of the negotiators, our Stewards were able to bring a 10-month employee up to a 12-month, with the justification of increasing job duties.
2. Our Stewards helped two employees get compensated for out-of-class work.
3. When a manager was leaving the District, the Stewards were able to ensure the manager's secretary would have a job, in the same capacity, under a different manager.
4. Stewards have been able to halt impending disciplinary action with talks between the member and the manager; thus assisting with communication between the classified member and the manager.

HOW to be MORE Involved with CSEA:

There are many ways Y.O.U (You are Our Union) can help make our CSEA Chapter better and more involved at Merced College. There are college & CSEA committees that need representation to ensure shared governance and participation. Unable to break away from the office, attend a monthly Board of Trustees meeting to show CSEA interest in college decisions. Become a Job Steward, Site Rep, or run for a officer position next month. Talk to a CSEA Board Member for ways to be involved that works for and with you!

Benefits Guide and Membership Card

Look for a copy of the new and improved CSEA Annual Member Benefits Guide and your membership card in your mailbox at home during the first week of October.

This popular guide outlines the many consumer benefits and discounts you receive for being a CSEA member, bringing you value in membership. This year, the guide and card are in an envelope that looks like this:



If you are receiving Focus Magazine, then you will receive this guide. If you don't receive it, then email memberbenefits@csea.com or call us at (866) 487-2732 so we can double check your mailing address.

For information about all your consumer benefits as a CSEA member, visit www.csea.com/benefits. A user account is required to access CSEA Member Benefits. Create a user account in three easy steps at www.csea.com/createaccount. For additional questions or assistance, call CSEA Member Benefits at (866) ITS-CSEA (487-2732).

Know Your Rights and Labor Union History

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.

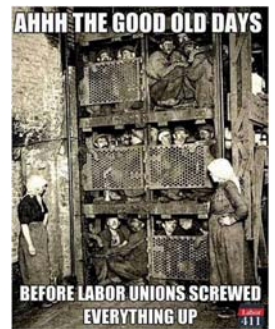
C.S.E.A. River Delta Field Office 1-800-757-4229



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Did you now that labor unions made the following 36 things possible?

1. Weekends without work
2. All breaks at work, including your lunch breaks
3. Paid vacation
4. Family & Medical Leave Act (FMLA)
5. Sick leave
6. Social Security
7. Minimum wage
8. Civil Rights Act/Title VII – prohibits employer discrimination
9. 8-hour work day
10. Overtime pay
11. Child labor laws
12. Occupational Safety & Health Act (OSHA)
13. 40-hour work week
14. Workers' compensation (workers' comp)
15. Unemployment insurance
16. Pensions
17. Workplace safety standards and regulations
18. Employer health care insurance
19. Collective bargaining rights for employees
20. Wrongful termination laws
21. Age Discrimination in Employment Act of 1967 (ADEA)
22. Whistleblower protection laws
23. Employee Polygraph Protection Act (EPPA) – prohibits employers from using a lie detector test on an employee
24. Veteran's Employment and Training Services (VETS)
25. Compensation increases and evaluations (i.e. raises)
26. Sexual harassment laws
27. Americans With Disabilities Act (ADA)
28. Holiday pay
29. Employer dental, life, and vision insurance
30. Privacy rights
31. Pregnancy and parental leave
32. Military leave
33. The right to strike
34. Public education for children
35. Equal Pay Acts of 1963 & 2011 – requires employers pay men and women equally for the same amount of work
36. Laws ending sweatshops in the United States



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Healthcare Benefits -MD LIVE

MD LIVE is part of and covered by our medical insurance. It is Virtual Care, Anywhere. 24/7/365 Virtual access to providers and therapists.

HOW IT WORKS:

1. Activate your account—sign up online or download app
2. Choose a doctor—choose from a large network of board-certified doctors and licensed therapists
3. Resolve your issue—receive care when you need it

Employees must go to [MDLive/SISC](https://members.mdlive.com/sisc) on the internet to register for the service.

(https://members.mdlive.com/sisc/landing_home)

The employee is asked to enter their medical history, choose a pharmacy, and enter a credit or debit card number. Once registered, employees can use this website or download the MD Live app to their phone. When the service is needed, the employee will be asked what symptoms they are having, and they can then choose a doctor or have the next available doctor contact them. The doctor then will contact them, diagnose them, and write and call in a prescription if necessary. All for a co-pay of just \$5.00; billed to the card on file at the time of service.



This is what Christine Grimaldi-Clarkson has to say about MD LIVE:

Just wanted to take a minute to state how much I **LOVE** having MDLive as an option! For someone like me who hates going to the doctor/urgent care and puts it off as long as they can, I love that in less than 5 minutes I can make an appointment, talk with a doctor over the phone, and have a prescription sent to the local pharmacy. And for only \$5.

Relief awaits! YAY!

If you haven't used it, give it a try. I've used it a few times, my husband has used it once or twice, and we've had no problems with confidentiality or anything.

https://members.mdlive.com/sisc/landing_home

What can be treated?

Acne, Allergies, Constipation, Cough, Diarrhea, Ear Problems, Fever, Flu, Headache, Insect Bites, Nausea, Pink Eye, Rash, Respiratory Problems, Sore Throats, Urinary problems/UTI, Vaginitis, Vomiting, ...and More!

Behavioral Health...

Addictions, Bipolar Disorders, Child and Adolescent Issues, Depression, Eating Disorders, Gay/Lesbian/Bisexual/Transgender Issues, Grief and Loss, Life Changes, Men's Issues, Panic Disorders, Parenting Issues, Postpartum Depression, Relationship and Marriage Issues, Stress, Trauma and PTSD, Women's Issues, ...and More!