

Standing Room Only

**RSCCD
CSEA
Chapter 579**

President's Message

Are you sick and tired of all the negative publicity about public employees and how large their pensions are?

The average classified school employee's pension is \$1,193 after 16.7 years of service. When you hear the extremists making their negative comments about public employees, please share this with them. It's time for us to stand up and tell people we are not getting rich at the taxpayers expense.

On another note — The insurance dependent coverage audit being performed by American Fidelity is at no cost to the district. You should be receiving your notifi-

cation letter this week from the district which was mailed to your home address.

It is important for everyone to keep the district and CSEA informed of any address change.

American Fidelity may be providing you with some informational brochures on insurance plans they have available. You are under no obligation to purchase anything.

Paul Leaverton, our account representative for the disability insurance (and other packages), is coming to the sites in a couple of weeks to meet with individuals who may be in-

terested in their plans. Watch for an upcoming flyer.

A special thanks to Sean Small, our 1st Vice President who is handling a lot of the issues previously handled by Ricardo Foreman who is still out on medical leave. Ricardo's family is still requesting that he not have any visitors.

If you wish to send him a card, please send it to Sean Small at SAC, Fine Arts. He will see that the cards are delivered.

Looking forward to seeing you at the next Chapter meeting at OEC, April 19.

Marti

Volume 2, Issue 4

April 2011

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Much Ado about a 40 hour work week

By Sean Patrick Small, CSEA 579 1st Vice President

As we all know, we are being asked to do more than we ever have in our workplace. We are being asked to pick-up the slack for employees that were laid off, transferred, or reorganized out. Most of you reading this will be looking at stacks and stacks of work on your desk that you can't seem to get to. Some of you in that group, being the salt of the earth that you are, are likely working through your breaks, and may even be performing "working lunches." On top of that, it is more than likely that you are coming in early and staying late just to try to get the work done! More than 30 of you reading this are keeping your departments running, covering for Managers who are in way over their heads. We all know what you are doing and why you are doing it. It is because you are here to serve the students and want to help them succeed.

However, did you know that you are breaking the Education Code by doing this? Did you know that by working through your breaks or staying late or even coming in early (without being compensated) constitutes volunteering for your job which is strictly forbidden in the California Education Code? You may ask why this is against the Ed Code. One reason is to keep you from working extra hours without being fairly compensated. You are helping the district take money out of your pocket by doing this.

Please see California Education Code

88027, 88030 (Community College Districts);

- Under the "suffered or permitted" concept, classified employees cannot be both a "paid" employee and a "non-paid" volunteer while performing the same type of work for the same employer. Classified employees must be paid for all work that might be considered work within their classification.

Now, you may be thinking to yourself, how in the heck am I going to get all this work done then? Or, it is so stressful in the office when all this work piles up! If I don't put in the extra time, we will not be able to service all the students! These are all valid points, but really, it is not your problem. Your manager / supervisor has been hired to - guess what - manage and supervise. This means all those concerns are their burden to bear, not yours. We know many of your Managers have no clue what they are supposed to be doing, as we have many Managers that have been hired in the past 5 years that have not even been evaluated, as mandated by Board policy. This is despite the fact that some of them were also rewarded, without ever being evaluated, with higher paying positions. But we digress.

CSEA has said many times that you need to go to your manager / supervisor and say, *"I have more work than I can accomplish in a day. What do you want my priorities to be?"* Put the managing job back

on their desks. Make them actually have to come out of their offices, or better yet, actually come into the departments themselves and make those hard decisions you have been making. Perhaps they will even be forced to communicate with you, which simply does not occur in many departments.

It is true your manager is likely going to hate doing this, maybe not, but none the less, it is their job.

Here is the bottom line:

You are paid to work 40 hours a week, unless they are paying you overtime and requesting you work for more hours. During those 40 hours, only so much work can be accomplished by one person. How can it get fixed if classified employees are working themselves to exhaustion and are highly stressed because of the workload, and the Board of Trustees and Management does not know there s a problem? This is not a license to slack off or slow down your production intentionally; this is an invitation to make your Managers do their jobs! CSEA cannot make the case that there is a shortage of classified in an office or department if all the work is getting done because you are working extra un-paid hours. We need your help to be able to help you! Stop shouldering your managers burden of making the hard decisions, just because they won't.

MAKE THEM DO THEIR JOB!!

Truth and Falsehoods

Falsehood:

Public workers are collecting huge pensions.

Truth:

- The average classified pension is less than \$1300/month.
- The average public pension is \$25,000/year.
- Many public employees do not receive social security.
- We support reasonable changes to stop fraud.

Falsehood:

Public workers are not doing their part towards pensions.

Truth:

- We pay 7 to 10 percent toward our pensions.
- Our pay pales by as much as 12 percent compared to private sector workers.
- We spend billions of dollars in our communities that are vital to the economy.

Falsehood:

Public employees have made no sacrifices to help California's budget.

Truth:

- Collective bargaining on pensions saved the state \$400 million last year.
- Public employees have suffered financially from furloughs and pink slips compounded by the devastating effects of an economy wrecked by Wall Street.

Nice Work If you Can Get It!

By Sean Patrick Small, CSEA 579 1st Vice President

If you were offered a full time Supervisory job that came with benefits and excellent staff, would you be interested? What if you were told you do not even have to have the correct skill sets— you can learn on the fly? Still interested? How about this perk— you will not even be evaluated by your employees, despite our policy mandating it! Or this— don't worry about communicating with your staff— they know what to do, and if they don't, you can go ahead and discipline them using our clearing house. Or finally, how would you like a promotion, despite the fact that we will not evaluate you in your previous position before we do? We bet you will be the first to sign up— We know we would.

We wish we could say that the above is a gross exaggeration, but it is sadly and tragically far closer to the truth in many departments in this district than not.

Did you know that many of the Managers / Supervisors hired in the last 6 years have yet to be evaluated by the process mandated by Board Administrative Regulation AR 4128.2 titled **Management Evaluation Procedure**? Have you been evaluated during this time, or even disciplined? What makes them so special. Well, we understand that evidently the scantron machine broke, so they could not do them!

How convenient - for them!

Human Resources has been working diligently in developing a new system, which must not be ready, as we have not heard of any evaluations proceeding. CSEA will continue to ask when the evaluations will proceed again, and we will keep you informed. CSEA will be watching and so should you!

Until then, here are some highlights from Administrative Regulation 4128.2:

1. Frequency of evaluation

All Managers will be evaluated the first two years of employment in a new position, and at least once every three (3) years thereafter. Additional evaluations may be made at the request of the supervising Cabinet officer.

And...

B.

*The manager and the immediate supervisor will agree on a distribution of the evaluation form to staff. **However, the distribution must include all full time employees who are directly supervised by this manager.** In addition, distribution should include management colleagues, representatives*

From outside agencies and part-time staff as deemed appropriate by the immediate supervisor. Distribution will occur by November 1 and be due back to the supervisor within two weeks.

And....

*C. The immediate supervisor is responsible for distribution of the forms with directions to have them returned for tabulation and typing of comments. **Comments will be typed to maintain anonymity of respondents.** A copy of the results will be given to the manager by February 15.*



Sean Patrick Small
Chapter 579 1st VP

Chapter and Negotiations Update

There is little to report to you since the last issue of SRO. Our next Chapter meeting will be on April 19th at OEC. If you haven't had a chance to visit OEC, this is a great chance to see this newer modern facility. We'll keep you updated in the next issue.

The negotiations committee will

meet on April 14th to select the negotiations team to meet with the district. We will be fine tuning our approach to this years negotiations with the district. To date, we have not received a proposal from the district and are anxiously awaiting it.



CPRO'S Corner - Famous Labor Quotes

The first member to correctly identify all of the quotes below will receive \$20.00 from the CPRO. Please Email your answers to me at andrews_tom@sac.edu The time stamp on your Email is your time/date of entry. Correct answers will follow in an email.

1. We are not complaining about the work. We want to see our hard work reflected in our pay.
2. Management doesn't seem to understand the importance of the human factor.
3. If CEO's insist that middle class Americans compete with foreign labor, why not outsource the jobs of CEO's? If business is all about cost, they should be the first to volunteer.
4. Never forget, people DIED for the eight hour workday.
5. The American Labor Movement has consistently demonstrated its devotion to the public interest. It is, and has been, good for all America.
6. All that harms labor is treason to America.
7. Every advance in this half-century— Social security, civil rights, Medicare, aid to education, one after another-came with the support of American Labor.
8. I know that there are no limits to which the powers of privilege will not go to keep the workers in slavery.
9. Union gives strength.
10. When you say fiscal responsibility, it seems to me that you really mean rich people keeping their money.
11. Power goes to two poles - to those who've got the money and those who've got the people.
12. When morality comes up against profit, it is seldom that profit loses.
13. When a man tells you that he got rich through hard work, ask him whose.
14. The only effective answer to organized greed is organized labor.
15. The fact is whether one looks at this (outsourcing) in terms of men and women, working men and women in this country who are simply being screwed, or whether one looks at this in terms of corporations who are benefitting, the fact is it is certainly not helping the American economy.
16. The best wages will not compensate for excessively long work hours, which undermine health.
17. The quality of employees will be directly proportional to the quality of life you maintain for them.
18. There are two kinds of people, those who do the work, and those who take the credit. Try to be in the first group; there is less competition there.
19. Only a fool would try to deprive working men and women of the right to join the union of their choice.
20. You take my life when you do take the means whereby I live.

GOOD LUCK!