

Standing Room Only

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PRESIDENT'S MESSAGE

Good news! Our Joint Benefits Committee has met with the insurance brokers and we are happy to report that our medical/dental insurance costs have only increased by 6.2% - an added cost of +\$1,247,479 to the district - not the 10.9% +\$2,206,315 cost increase that was originally quoted by the carrier. With the high cost of insurance today, we are very fortunate to have this negotiated benefit.

There will be no additional cost to employees as the increase falls below the 10% escalation cap in our contract. There are no plan changes – including no increases in co-pays.

At the next Chapter meeting we will be electing alternate delegates to the annual CSEA conference held July 29 – Aug. 3rd. If you are interested in attending, please have someone nominate you at the April 17th meeting – SCC, E-203, 12:00 noon.

Mark your calendars for the Classified School Employees Week celebration. Area H members will again be bowling on May 26th at Linbrook Bowl. You pay for shoe rental only. CSEA, Area H, not your local Chapter, furnishes the bowling, pizza and sodas. More information will follow at a later date.

Please continue to keep Ricardo Foreman in your thoughts and prayers. I visited him on Sunday and even though he was asleep, his sister reported that he still has hope of recovering. Take care, everyone. Live each day to the fullest. Let's watch out for each other.

Marti

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Substitute and Short-Time Employees

Violations of the below criteria (from Calif. Ed Code, Section 88003) occur frequently. The employer might process consecutive short-term assignments, each less than 195 days, but cumulatively exceeding that period. They might also be using a short term employee for on-going work, which does not meet the code. Substitute employees are often used improperly to fill positions on an on-going basis. The substitute may not be filling in for an absent employee, but performing extra work of an on-going nature. The employee may be filling a vacancy, but the employer is not engaged in hiring a permanent employee.

From the Ed Code:

"Substitute employee," as used in this section, means any person employed to replace any classified employee who is temporarily absent from duty. In addition, if the district is then engaged in a procedure to hire a permanent employee to fill a vacancy in any classified position, the governing board may fill the vacancy through the employment, for not more than 60 calendar days, of one or more substitute employees, except to the extent that a collective bargaining agreement then in effect provides for a different period of time.

"Short-term employee," as used in this section, means any person who is employed to perform a service for the district, upon the completion of which, the service required or similar services will not be extended or needed on a continuing basis. Before employing a short-term employee, the governing board, at a regularly scheduled board meeting, shall specify the service required to be performed by the employee pursuant to the definition of "classification" in subdivision (a) of Section 88001, and shall certify the ending date of the service. The ending date may be shortened or extended by the governing board, but shall not extend beyond 75 percent of a school year.

"Seventy-five percent of a college year" means 195 working days, including holidays, sick leave, vacation and other leaves of absences, irrespective of number of hours worked per day.

Employment of either full-time or part-time students in any college work-study program, or in a work experience education program shall not result in the displacement of classified personnel or impair existing contracts for services.

CSEA Legal Referral Program

Workers' compensation

If you are injured on the job, you should first report the injury to your supervisor. After reporting the injury to your supervisor, you may also wish to call the CSEA Legal Referral Program to obtain the name of a [workers' compensation](#) attorney.

Criminal Legal Assistance Fund

There is a procedure whereby financial assistance (up to \$2,500) may be provided to a member in good standing alleged to have committed a criminal act while operating within the normal course and scope of his/her duties as an employee within a bargaining unit represented by CSEA.

Off-the-job legal referral

If you have a legal question or concern not related to your employment, CSEA has a Legal Referral Program you can call. As one of the benefits of CSEA membership, you may speak with an attorney in CSEA's Legal Department about non-employment matters for no charge. Simple legal questions may be answered over the phone. If the problem or concern requires the further assistance of an attorney, the Legal Referral Counsel may be able to provide you with the name of a local attorney who may be able to provide a free consultation and may also provide a special discount to CSEA members.

Legal Education Workshops

In addition to providing members with answers to simple legal questions, addressing members' legal concerns and providing attorney referrals, the Legal Referral Program provides educational workshops for members and retirees. These workshops are designed to assist CSEA members with various off-the-job legal topics.

Chapter News

The March 2012 meeting was held at CEC, and we had a great turn-out. Board of Trustees President Phil Yarbrough spoke to our members for about 20 minutes. He spoke to the district budget stating that the district reserves are OK, and that the goal of the Board was to keep jobs secure. He advised us to be wary of what comes out from the state budget—they are known to “make stuff up”. He stated that of the 47 million in reserve, that approximately 27 million is in the form of deferrals from the state (IOU's). That being said, he said the plan is to spend down our reserves over the next 3 years, hoping some kind of economic recovery would happen. He cautioned us to watch other districts for the next 2 years who will experience severe financial problems due to lack of reserves. President Yarbrough told us that we are now the 4th largest community college district in the state, and he was glad that they got us our raise, that we deserved it for all the hard work we do. He also discussed with us the situation at CEC regarding the lease there. The District is working with the Federal Park Service and the City of Santa Ana to find some land that is comparable. Loretta Sanchez has fought for us regarding this issue in Washington, but we might have to move. There is a possibility that we will have to spend money to purchase real estate for the move.

We have a new Field Director for the Orange Field Office of CSEA. Her name is Marianne Monfils, who replaced Patrick Prezioso, who retired last December. Marianne's previous job at the field office was LRR Floater. Congratulations Marianne, and Good Luck! Also, our Chapter successfully submitted a resolution to CSEA to change the by-laws regarding re-organizations. This resolution will be voted on by the entire state membership at this year's annual conference in July/August. Special thanks to President Marti Reiter who led the way on this!

The issue of harassment was discussed during the meeting. This was brought up due to some instances of threatened physical violence at SAC. It was agreed that there are no official protocols to follow when one feels threatened, other than to call campus safety, or the police if you feel imminent fear of bodily injury. This issue has been brought up in President's Council at SAC, and it has been suggested that “shooter on campus” type training be given to all employees to avoid a dangerous and increasingly frequent situation.

Workers Independent News—www.LaborRadio.org

Radio is a powerful force. More than 12,000 AM and FM stations broadcast to millions of listeners every day. But too often workers' interests are ignored.

If you listen to what's considered "business news" on the radio today, you'll hear lots about stock prices, corporate earnings, and profit/loss ratios - but nothing about the people that make commerce possible.

Workers Independent News (WIN) gathers news by and about working people and creates programs and feature stories for commercial, public, community and college radio stations throughout the United States.

I wanted to take the time to express my feelings about a subject dear to my heart. That is single payer healthcare.

We are currently working with the district on our medical insurance. But one issue comes up EVERY time—either indirectly or directly. And that is the skyrocketing cost of healthcare.

Can you imagine being able to see the doctor, dentist or other medical professional of your choice without the dreaded “co-pay” or other restrictions? Can you imagine it costing us less? Well, the attached article does a nice job of summing up single-payer, and I think that the last two paragraphs hit the complaints about single-payer on the head.

If we can get past the pension attacks in victory, and become more united, this issue will be a great cause for all unions to embrace and work towards passage into law.



SINGLE PAYER HEALTHCARE

Negotiating healthcare benefits for thousands of school employees every year has brought CSEA to the frontlines of our nation's healthcare crisis. We have seen the devastating effects of skyrocketing costs and reductions in overall quality. Now, it's time to look for a real solution that will provide our members with affordable quality healthcare.

CSEA is actively working with healthcare advocacy groups, members of the medical community and other labor unions who support a single-payer system as the best way to achieve real healthcare reform.

Single-payer system offers choice of physicians

Under a single-payer system, everyone would be covered for all medically necessary services, including: doctor, hospital, long-term care, mental health, dental vision, prescription drug and medical supply costs. Patients would regain free choice of doctor and hospital, and doctors would regain autonomy over patient care.

You get a lot more healthcare for your money in a single-payer system than from insurance companies. California currently has 10,000–20,000 public and private health insurance plans. It costs us 25–30 percent of every dollar to pay for insurance and drug company marketing, administration and profit. By eliminating waste and duplication, more money can be spent to provide actual medical care.

Current system devastating families and economy

The growing crisis in healthcare affects all of us. Last year, 2 million Americans went bankrupt because of medical bills and most of those people had health insurance. The price of health insurance is rising many times faster than wages and overall inflation—as much as 58 percent over the last five years. If health insurance continues to rise at double digits—which is predicted by most experts—family coverage will cost \$24,000–\$35,000 per year by 2014. Only the rich will be able to afford healthcare.

Employment is also adversely affected, because employers avoid creating jobs with benefits and expensive health insurance plans for existing employees are a drag on the bottom line. American corporations are finding it harder to compete in the global economy because health insurance is twice as expensive in the U.S. as it is in the other industrialized nations.

Combining resources will reduce cost

The main benefit of a single-payer system is in combining all of our financial resources together to get better control over health care spending and quality. By pooling together all of our current healthcare spending (public health programs and employer/employee premiums), we would have incredible purchasing power to negotiate with providers on cost and quality, and we could streamline administrative tasks. Doctors, hospitals and pharmacies currently have to navigate more than 6,000 insurance plans and 69 different government programs. With one independent agency to process and pay claims, providers will free up substantial time and resources to devote to medical care.

A Single Payer Healthcare System is not socialized medicine. While it would be publicly financed, *delivery* of health services would remain just like it is now—a market-based system in which patients get to choose their own doctors, hospitals and pharmacies. A single-payer system for health care will put medical decision-making back in the hands of medical professionals and their patients—unlike today's system where profit-driven insurance corporations decide what treatment a patient can get.

In the U.S., we have a publicly financed military to protect us. We have publicly financed police and fire to keep us safe. We have publicly funded education to educate all of our children. And by doing the same thing with healthcare—pooling all of our healthcare spending together—we can provide quality healthcare for all Californians.