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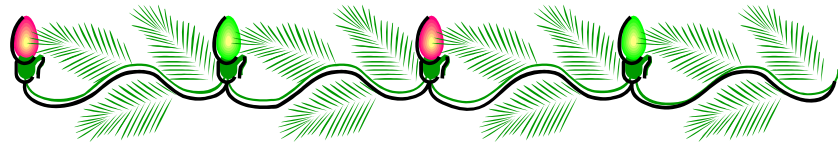
## Review the Current CSEA Contract

### E-Board 2014

- **President**  
Victoria Williams
- **1st Vice President**  
Lithia Williams
- **2nd Vice President**  
Tom Andrews
- **Secretary**  
Pat Hall
- **Treasurer**  
Dolly Paguirigan
- **CPRO**  
Diane Hill
- **Past President**  
Sean Small
- **Labor Relations Rep.**  
Cecilia Lopez

# Standing Room Only

CSEA Chapter 579, RSCCD



Results of our Ratification Meeting on Thursday, December 5th:

There were 112 CSEA members that were able to cast their vote. 96 members voted to accept the TA with the District and 12 voted No.

Recap of the Agreement:

- We have two weeks off for Christmas 12/22/14—1/2/15.
- .85% Cola, retroactive to 7/1/14
- .5 added to salary schedule 7/1/15 if growth of 3% is reached
- Health & Wealth, Article 19.5, automatic increase remains at 10%
- There is no change to Longevity



### Election of New Officers for 2015—2016

- Tom Andrews—President
- Sarah Salas—1st Vice President
- Dolly Paguirigan—2nd Vice President
- Pat Hall—Secretary
- Diane Hill—Treasurer
- Zina Edwards—Communications Officer
- Lithia Williams—Site Rep Coordinator
- Victoria Williams—Past President

# Know your Rights!

The benefits of being in a union don't stop with job rights and better wages. Unions help their members to excel in their careers and reach the top of their professions. CSEA offers many training opportunities throughout the year designed to help you improve your knowledge on the job and to sharpen your skills as a CSEA volunteer.

Please check out our [CSEA website](#) for dates for upcoming Job Steward training.

You can earn credits towards professional growth as all classes are held on Saturdays.

Please review Article 7.14.2. This article sums up release time from work to do steward duties.

I attended the first in a series of 3 Job Steward Trainings. I was very impressed. It was a lively training session with lots of good advice and information. There was a large turnout of 24 individuals, all the way from Victorville to Huntington Beach and 3 from RSCCD. To me it was empowering to see how the contract upholds fair treatment of CSEA employees and the District agrees to abide by the articles laid out in our contract. I encourage you to check out these free training sessions, dates are posted on our [CSEA website](#)

Sadly there has been an increase in disciplinary actions with our members.

If you are ever called into a meeting and you feel it is leading to disciplinary action you have the right to ask to stop the meeting until you can obtain CSEA representation. If the supervisor does not stop the meeting, do not leave as that would be insubordination. Stay and take notes and if asked a question you may simply state "I refuse to answer until I have CSEA Representation." Once the meeting is over contact your union representatives.

**Remember**, per article 24.4 of our CSEA Contract you have the right to have a CSEA representative present during any verbal counseling, disciplinary meeting, hearing or appeal.



## Chapter News!



### **New Labor Relations Representative**

Chapter 579 has a new LRR, welcome **Cecilia Lopez!** Cecilia has replaced Nathan Banditelli who has been promoted to Senior Labor Representative and has moved to the Field Office at Glendale. Cecilia was former Regional Representative for Region 94 that includes Santa Ana, Garden Grove, Orange and Tustin. She has been with the Tustin Unified School District for more than 20 years. Cecilia will cover our chapter in interim capacity until a permanent LRR is appointed.

### **Decoding the “Dress Code”**

Last September issue, we featured an article about a manager directing employees to refrain from wearing certain outfits and footwear. This concern has been brought up during the monthly Employee-Employer Relations Committee (EERC) in which HR agreed with CSEA that managers do not have the authority to impose a dress code, except for certain employee groups identified in our contract, Article 16.

Upon learning about our Newsletter article, the manager called a staff meeting to specifically address said issue. He alleges that the article was inaccurate. According to him, while he agreed that he went too far about requiring back straps for shoes, he was not imposing a dress code because a dress code is something that tells us what to wear. His instruction was “what NOT to wear”, and reiterated again his directives. This matter was brought up again with HR at the EERC meeting. Once again, HR agreed with CSEA that there is no dress code; that imposing what to wear or what not to wear constitutes implementing a dress code; and that this matter cannot be used as a disciplinary issue against employees. It was also agreed that this information will be shared with staff and if they have questions, they can call Judy Chitlik of Human Resources.



### **Meal Periods**

A staff member brought to CSEA’s attention an email received from a manager imposing that 30-minute lunches are only allowable if staff is bringing lunch from home each day and does not leave the building during lunch breaks. This matter was discussed at EERC and HR agreed that meal periods are employees’ personal time and can choose to do their personal business.

Please be aware that according to California Laws, your employer can require you to remain on premises during your meal periods even if you are relieved of all work duties. However, if that occurs, you are being denied your time for your own purposes and in effect remain under the employer’s control. Thus, the meal period must be paid, per division of Labor Standards Enforcement.



**For assistance call one of the following Union Stewards:**

- Tom Andrews (Chief Steward) 714/561-6503
- Sean Small 714/564-5667
- Victoria Williams 714/628-4719
- Lithia Williams 714/564-6596
- Sylvia Gordon 714/564-6052
- Abel Arredondo 714/564-6970
- Dave Tucker 714/625-5976
- Felipe Lopez 714/564-6310
- Alfonso Roman 714/564-6310
- Leslie Wood-Rogers 714/564-6621
- Zina Edwards 714/628-4800
- Maria Garcia 714/480-7483



## A Piece of CSEA History

## Classified Employee Rights

“The Classified Bill of Rights: - a landmark in classified employee rights.

**1961**—workers win full protection of their negotiated rights regardless of how a district is reorganized.

**1968**—Workers guaranteed access to their personnel file

**1970**—Districts must give workers adequate information about a pending disciplinary action , and time to prepare a defense.

To Know More [About CSEA](#),  
Visit the CSEA Member Site.