

STANDING ROOM ONLY

PRESIDENT'S MESSAGE

Have you ever heard the old saying that the truth will set you free? It seems that when I tell the truth, it is suggested that I am too negative. I am trying to find a way to let you know that we have some changes coming.

This year the district is going to audit the benefitted employees who are claiming dependants. What this means is that if you are claiming insurance benefits for dependants you will be required to provide proof that they are legitimate dependants. If you claim your spouse, be prepared to provide a marriage certificate. If you claim dependant children, be

prepared to provide birth certificates or your 1040 tax return showing that you are claiming them on your taxes. If you are claiming grandchildren, etc. you will need to show the tax return showing their dependency on you.

This is a great time for you to update your beneficiary information. How many have gotten a divorce and forgot to take the ex off the insurance benefit?

I recently met with Risk Management, Human Resources and an American Fidelity representative. American Fidelity will be performing the audit and will be at each

site. Your confidentiality will be maintained through the entire process.

Other districts who have audited their employees have had substantial savings in the premiums they are paying for the benefit of employees.

Let's keep our fingers crossed that the increase in our insurance benefits this year will not result in any out of pocket expenses for employees.

Enjoy the Cesar Chavez holiday.

Marti

Chapter 579 Executive Board

Marti Reiter
President

Sean Small
1st Vice President

Ricardo Foreman
2nd Vice President

Judy Arroyo
Secretary

Esmeralda Abejar
Treasurer

Tom Andrews
CPRO

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Your Chapter 579 Job Stewards We're Here To Help You !

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Nationwide Battle Brewing over Workers' Rights

It started in Wisconsin. Now, in state after state, politicians are launching a coordinated attack on public employees. Working families are being targeted for pay cuts, benefit cuts, salary cuts, and loss of collective bargaining rights. "We see the calculated attack on public workers, their retirement security and collective bargaining rights," said CSEA president Allan Clark. "We are not the reason for budget deficits, and fighting back is the only solution." CSEA stands in solidarity with Wisconsin workers and encourages its members to stand



united against the anti-worker, anti-public employee battles that are being waged across the country, including California. In Wisconsin, Governor Scott Walker has proposed the elimination of meaningful collective bargaining rights for most state and local public workers. In California, assembly member Allan Monsoor (R-Costa Mesa) introduced a Wisconsin style attack on collective bargaining (AB961). It contains no specific language, but he said he would amend the bill later to end collective bargaining over pensions. "In hard times,

we all understand the need for sacrifices," said Secretary of Labor Hilda Solis. "Scapegoating teachers, firefighters, and Bus drivers by taking away their basic rights is not going to solve any problems". Wisconsin has become the visible battleground for public employee rights, but the threat is just as real in other states. Employees are fighting day to day to maintain the fundamental right to organize, bargain for better pay, healthcare benefits and safe working conditions. CSEA encourages you to show your support for these workers and participate in local rallies and demonstrations.

Arbitration Report

SHIFT CHANGE TO AVOID OVERTIME

For 10 years, an employer had been regularly changing shifts of workers to provide coverage for jury duty, vacations and other emergencies without paying overtime. The practice was called to question after the workers realized that the labor contract provided that shift changes could not be used to avoid paying overtime. They filed a grievance, which ended up in arbitration. The

contract was clear: no shift rescheduling to avoid overtime. The arbitrator ordered the practice halted and said the workers were entitled to retroactive overtime for the shifts involved. (AFSCME Local 1322 and New York Dept. of Environmental Protection, Feb. 2010.)

Contract Language Determines Jurisdiction

Clear language in the labor contract should govern in a jurisdictional dispute, an arbitrator said, agreeing

with a union that its workers should have been called to replace bus stop signs that were taken down due to a construction project. The employer, maintained it would be fiscally irresponsible to call in union workers when city workers were available. The arbitrator said the contract gave responsibility for "...erection and maintenance of bus stop and other signs" to the union. (Amalgamated Transit Union Local 174 and Union St. Bus Company, April 2010.)

CSEA Conference Resolutions 2011

17 Conference resolutions for 2011 will be discussed at future chapter meetings so delegates will have a clear idea of how our chapter wants us to vote at conference. We will continue this column until conference, trying to answer any questions that come up. Here are the first nine:

1. Seek legislation to close loopholes existing within Proposition 98 in order to secure minimum guaranteed funding for public education.

2. Revisions necessary to update language in Constitution and By-Laws.

3. Retiree Unit Executive Board— Authority to Submit Nominees for Life Membership and/or Honor Roll.

4. Retiree Unit—Revision of Election Timelines.

5. Honoring Our Veterans During the Week of Veterans Day, November 11th.

6. Adoption of Question and Answer

Period at CSEA Annual Conference for Policies Adopted By the Board in the Preceding Year.

7. CSEA Representation in the State of California.

8. Mandate That Elected or Appointed Officers Forfeit their Office for Supporting Decertifications.

9. Strike Fund

Ask any questions at our Chapter meeting!

Meet the EBoard

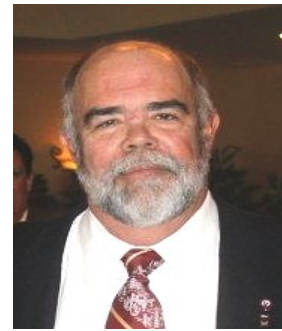
Say hello to Tom Andrews, our Chapter 579 CPRO. (Chapter Public Relations Officer). Tom has been with the district for 13 years, and works as a Skilled Maintenance Worker in the Maintenance and Operations Department at Santa Ana College.

Prior to working at SAC, Tom was a licensed painting contractor for 12 years. Tom has a Bachelors Degree from USC in Music Education & Performance, graduating in 1976. He performed as a professional musician, touring the Western United States and Canada. He

has also worked in retail, as a buyer, and in manufacturing as a top manager for Cherokee. He is married (26 years), and has two grown children, but no grandchildren. As your CPRO, Tom hopes to bring more information to our members through our monthly newsletter, Standing Room Only, and through Email. Tom believes that a well informed membership will make us stronger and better as a chapter.

Tom is also a job steward for our chapter, is active in outside CSEA activities, and has served on the

negotiations team for two years.



Tom Andrews
Chapter 579 CPRO

Chapter News

The monthly chapter meeting was held at Centennial Education Center on Tuesday, March 15th. The minutes of the February meeting were moved and approved along with the Treasurer's report. Esmeralda is doing a great job as our new treasurer! We also introduced (and properly embarrassed) a new member, Armando Valdez. Armando will be working in security, primarily at CEC.

President Marti Reiter reminded everyone that the last day to submit paper work for re-classification was Mar. 31st. President Reiter also asked for 2 volunteers for the IEAC shared

governance committee. IEAC stands for Institutional Effectiveness & Assessment Committee. This committee is a great opportunity for new members to become involved in shared governance.

Nominations were accepted for the 2011 CSEA Conference being held in Las Vegas. The nominees are

(in no particular order) :

- Alphonso Roman
- Denise Phillips
- Zina Edwards
- Frank Miranda
- Lithia Williams



The Executive Board will vote on who the final alternate delegates will be at the next EBoard meeting.

Good luck to all !

Negotiations Update

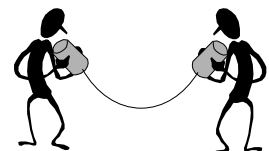
There is not a lot to report since the last issue of SRO. As stated in the last issue, our proposal was presented to our Board of Trustees. It is published on the docket for 2 meetings. At the second meeting the floor is opened up for public comments. On March 14th there were no comments. We have not yet received the districts proposal.

On our end, we still need to have the bargaining committee select

who will actually be on the negotiations team. Once we begin actual talks, we'll keep you up to date through SRO and Email as things progress.

President Reiter and 1st VP Sean Small have been deeply involved in trying to correct the unauthorized health care costs that were added last year. Thanks to you, the membership, these changes were discovered earlier this year. After detailed

research by Marti and Sean, it was found that CAT scans and other tests, along with durable medical equipment were increased by the carrier, but neither we, nor the district, were informed of them. We will keep you up to date as this issue moves towards resolution.



CPRO'S Corner

Essential Work; Extraordinary Workers.

I wondered about the meaning of this CSEA slogan, so often seen in print and on line in various union informational items. Brothers and sisters, we are sailing through some rough waters right now. I have never seen or heard such anti-union rhetoric in all my days. In Wisconsin, California and a slew of other states and municipalities, public workers are being targeted as the problem, and we are an easy target. What we do is right out there in the open- no offshore hidden accounts, financial schemes, or just plain greed- everything we do is public record. While corporate greed and medical costs continue to skyrocket, we are left holding the bag. Do you think the working person will receive a government bailout, or be able to shamelessly pass on costs as medical insurance companies and pharmaceutical companies do? Despite all that is *not right*, we are still essential AND extraordinary.

Webster's defines **essential** as: of the utmost importance: basic, indispensable, necessary.

Each and every day the essential work that is done by us can be witnessed by a simple walk through our campus. I think it is important to note that essential is described as of the "utmost" importance. Not primary, secondary, or kind of important, but *of the utmost importance!* While our Board of Trustees, Administrators and Faculty may be the brains and nervous system of our district, we are the bones and muscle that are essential to make it all work. We must all work together in a symbiotic relationship, but we cannot "move" without the essential work done every day.

Webster's defines **extraordinary** as: going beyond what is regular or customary; exceptional to a very marked extent.

Too often we don't give ourselves credit for being extraordinary. Many of us sacrifice, or go beyond, without being asked, to help out our students and faculty solve any problems they may have. It is not regular or customary to stop right in the middle of something we are doing, change gears, and dive into solving the problem, then returning to our work- it is extraordinary and exceptional. And to a very marked extent, we do it in such a way that many perceive it as the norm. I for one would like to see that perception change for those who do not see it.

The next time you see someone **essential** doing something **extraordinary**, take a few seconds to give them a sincere "Thank You". It will make that person happy, and I'm sure it will make their day just a little bit easier to get through, and our district a better place. The economic meltdown has made everyone more miserable, but remember that a positive comment or a sincere "Good Job" can go a long ways towards making our days better here where we work and live.

Sincerely, you are all, to the last person,

Extraordinary Workers !

doing

Essential Work !



CPRO'S Corner is my opinion and not necessarily the opinion of this chapter.