



# Standing Room Only

## *Presidents Message*

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Well another school year has come, and left us! Some of us will work through the summer, working our 4/10 schedule and enjoying 3 day weekends. Some of us, will come back and join the rest us in August. But still, some of us, are retiring and starting the next chapter of their lives. I am indebted to many of you who are retiring, who have taught me and others much. Each of you moving on, has given so much to the district that simply saying thank you does not begin to cover it. Still I want to say THANK YOU on behalf of all us, who you have inspired, taught, and made us better for knowing you. You have been and will continue to be appreciated. I hope this next chapter of your life is everything you hope it to be! Congratulations, we will miss each of you!

On a slightly different note, we head into negotiations this summer. I want to thank all the members who came out and worked after hours developing the initial proposal we presented to the district. We will keep you informed of our progress during the summer, so please keep a watch out for negotiation updates! Our strength at the bargaining table comes from all of YOU! Education, Solidarity, Unity and Action are the backbone to the strength of our union. When we sit down with the District this summer, they will know just how strong the Men and Women of CSEA 579 are.

## *Chapter 579 Executive Board*

President *Sean Small*

1st Vice President *Victoria Williams*

2nd Vice President *Tom Andrews*

Secretary *Lithia Williams*

Treasurer *Esmeralda Abejar*

CPRO *Denise Phillips*

Past President *Marti Reiter*



**Area H Celebrates  
Classified School Employees Week**

**WE'RE GOIN' BOWLIN'!**

**Saturday May 25, 2012**

**12:00 pm – 4:00 pm**

**At Linbrook Bowl, 201 S. Brookhurst St.**

**In Anaheim (Brookhurst & Lincoln)**

**Bowling, Pizza, and Soft Drinks Paid For By CSEA**

**Immediate Family (Spouses & Children) Are Welcome**

**Pay For Your Shoes \*\*\*\*CASH ONLY\*\*\*\***

**Linbrook Bowl does not take credit or debit cards**

**To RSVP contact:**

**Andrews\_tom@sac.edu**



## *Classified School Employee Week*      *May 19-26, 2013*

Since 1986, California has taken the third week in May to honor the invaluable contributions of classified school employees.

Classified School Employee Week began as a resolution at CSEA's Annual Conference in 1984. Two years later, it was adopted as California Senate Bill 1552 and decreed to be an official recognition of classified school employees. Today, CSEA members celebrate the week with picnics, barbecues and other social events. At work, many members wear CSEA shirts and other symbols of union pride.

### **Celebrating classified school employees**

From the time students get to school bus to the time they head home at the end of the day, every aspect of their educational experience is impacted by a classified school employee.

California's Legislature recognizes the important contributions of classified school employees and named the third full week of May "Classified School Employee Week" (CSEW) to honor these contributions.

### **Working Off the Clock/Suffer or Permit to Work**

The FLSA (Fair Labor Standards Act) defines the term "employ" to include the words "suffer or permit to work." Suffer or permit to work means that if an employer requires or allows employees to work they are employed and the time spent is probably hours worked.

Thus, time spent doing work not requested by the employer, but still allowed, is generally hours worked, since the employer knows or has reason to believe that the employees are continuing to work and the employer is benefiting from the work being done. This time is commonly referred to as "working off the clock."

For example: An employee may voluntarily continue to work at the end of the working hours. He or she may need to finish an assigned task, prepare reports, finish waiting on a customer or take care of a patient in an emergency. An employee may take work home to complete in the evening or on weekends to meet a deadline. An employee may report to work early to do preparatory or set up work. An employee may work through all or part of an uncompensated meal period. All such activity is hours worked.

When an employee must correct mistakes in his or her work, the time must be treated as hours worked. The correction of errors, or "rework", is hours worked, even when the employee voluntarily does the rework.

All time is hours worked which an employee is required to be at work or allowed to work for his or her employer. An employer may hire a person to do nothing or to do nothing but wait for something to do or something to happen.

Time which an employee is required to be at work or allowed to work for his or her employer is hours worked. A person hired to do nothing or to do nothing but wait for something to do or something to happen is still working.

Hours worked include all time during which an employee is required or allowed to perform any work for an employer, regardless of where the work is done, whether on the employer's premises, at a designated work place, at home or at some other location. It is the duty of management to exercise control and see that work is not performed if the employer does not want it to be performed. An employer cannot sit back and accept the benefits of an employee's work without considering the time spent to be hours worked. Merely making a rule against such work is not enough. The employer has the power to enforce the rule and must make every effort to do so. Employees generally may not volunteer to perform work without the employer having to count the time hours worked.

# *Name That Room !*

*A) Ashley Furniture Showroom*

*B) Sofa Warehouse*

*C) Kouch King Gallery*

*D) SAC Faculty Lounge*



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## *New Job Stewards !*

Here are the new and the veteran job stewards who can serve you.

Tom Andrews x46310

Sean Small x54667

Marti Reiter x07512

Sylvia Gordon x46052

Victoria Williams x84719

Abel Arrendondo x46834

Sandra Arrendondo x46845

Lithia Williams x46596

Leslie Wood Rogers x46621

Norma Castillo x46407

Zina Edwards x84800

Maria Garcia x07483

Dave Tucker x85976

Felipe Lopez x46310

Alfonso Roman x46310

Denise Phillips x46719



*Let us help before  
trouble starts!*