



Presidents Message

Happy Fall Brothers and Sisters, I really hope you enjoy this copy of Standing Room Only. This time in my President's message I wanted to address something. I have received some criticism, that I am not bragging enough about what we are doing, and as such members have no idea what we are up too. I will own that criticism, I am not good at bragging, but I will change that right now. Your CSEA E-Board and negotiations team have been very hard at work chasing out custodial concentrators. This year we

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

were successful in ending the use of custodial contractors in the Digital Media Center (DMC) at Santa Ana College as well as the District Office (DO). The DMC has already flown the position, and the district office is working on a re-org to create the positions needed to clean the DO. This is a real victory for SCEA 579; I hope you join us in celebrating this victory. We also have been at work to clean up the reclassification process which has needed some help for some time. We are doing this through negotiations and EERC, and may take a bit to get cleaned up, but we are confident we will accomplish this. Also we have been hard at work to clean up the Shared Governance communication issues. You have seen the emails of contact charts for shared governance, we sent out a handout on how to be an effective governance committee member, and we have added a shared governance standing item to our agendas for chapter Meetings. All in all, we will continue to listen to feedback from our members and will continue to serve your best interests! One last item, I would like all of you to join us in congratulating Denise Phillips on her retirement. She will be leaving us soon, to enjoy life and her family. So please take a moment and send Denise a note thanking her for her service to all of classified brothers and sisters.

Inside this issue:

Presidents Message	1
Professional Development	2
Employee Silence	3
CSEA Honors Veterans	4

PROFESSIONAL DEVELOPMENT

Yes! Professional Development is coming to RSCCD! In my eyes, special acknowledgement should be given to the president's of each college for asking classified employees to address the issue of Professional Development. At SCC, President Juan Vazques asked the President's Hawk's Group for suggestions at the first meeting of the year. Brenda Hohnstein and Erica Jaimes are the representatives for the President's Hawks Group this year. At SAC, Sean Small provided President Martinez with the names of three employees' who will participate in a PD Task Force. Representing classified staff at the first Task Force meeting were Jimmy Nguyen, Sarah Salas with Denise Hatakayama, a member but unable to attend this first meeting, held Sept. 11, 2013. A follow up meeting will be held in November . They reviewed the results of a May 22, 2013 Professional Development survey. The survey results and Task Force hi-lighted a few special needs,

There is a need to define the purpose and goal which can easily be found in the CSEA Focus Magazine, whose October cover article was Professional Development. As their article stated "*Professional growth doesn't mean you have to enroll in a college degree program or change careers. In most cases, professional development simply means sharpening your job skills and keeping pace with changes in your field*" .

Training programs benefit employers by providing the with highly trained workers, and it benefits the employees by keeping them at the forefront of their job. As we know PD for classified staff has gone through cycles as our state budget allocation has waned.

During the last two years at SAC, Teresa Mercato-Cota has been assigned these duties after the Coordinator of Information Resources position was eliminated. Working with the PSI Business Seminars program (Public Service Institute) at SAC and the Foundation, classified staff were offered the ability to take PSI classes with the Foundation paying the small fee.

"PSI subjects have particular relevance to all of us as they focused on the responsibilities, interactions and skills we face and provide every day in our work and our office environments."

In either 8 or 16 hours of superior instruction from individuals who have hands-on experience with the pressures, changes, and ever-changing demands we likely must handle on a daily basis, the insights, and encouragement that is offered here can have a truly positive effect on attitude, skill level and over-all career outlook.

Recommendations were made to have training on site. Keeping travel to a minimum.

Promote employee to employee Best Practice workshops

Identify common flex day for all staff.

EMPLOYEE SILENCE

When there is a problem in the workplace, employees have two options: remain silent or speak up. Management studies indicate that employee silence refers to situations where employees withhold information that might be useful to the organization, whether intentionally or unintentionally.

Unfortunately, many employees choose to remain silent because they do not want to share information that could be interpreted as negative or threatening. Employees typically remain silent about conflicts with or disagreements about organizational decisions, weaknesses in work process or illegal and dangerous behavior. Their silence keeps management from receiving critical information that would allow their organizations to improve or address problems before they have adverse effects. Don't let that happen at RSCCD!

Complete surveys in a timely manner. Tell it like it is! Take advantage of every opportunity to speak with management. At the beginning of each year both colleges offer a CONVOCA-TION. It is difficult for classified staff to attend because it is the last day before classes start and we are helping that last student with his/her last problem. However at SAC, President Martinez offers a slide show summary of her message to the college in her first "Brown Bag" meeting of the year. Last year she challenged the college to increase its graduation and transfer rates. This year her message was awesome, because she shared with us SAC's standing in the National Academic Ranking.



Santa Ana College National Rankings

- 12th among the top 100 associate degree producers for Hispanic students in the nation.
- 26th for Asian American students.
- 31st for two-year certificates in all disciplines.
- 20th among the top 100 associate degree producers for total minority nationwide.



Workers across Orange County invite you to

**Join us for a FREE Veterans Day
community celebration to say
THANK YOU TO OUR VETERANS!**

10 a.m.–4 p.m. Monday Nov. 11, 2013

OC Fair & Event Center, 88 Fair Drive, Costa Mesa, Ca

*Live music and entertainment | Historic military vehicles
Children's "thank you" art projects | Care packages
FREE hot dogs | Veterans service organizations
Booths connecting Veterans to good jobs and other programs*

Learn more about how you can partner with Labor to
give back to Veterans at www.veteransandlabor.com

Please contact Carina Franck-Pantone for more information at 714-675-3653 or veteransandlabor@gmail.com.



**CSEA INVITES YOU
To Our US Citizenship Workshop!**

**Sunday, November 17th, 3:00-6:00pm
Laborers Local 652 Hall
1532 East Chestnut St, Santa Ana**

*Come hear general information about becoming a US citizen, and if you
are ready, sit down with qualified volunteers to complete the N400 application, in-
cluding taking the necessary passport photos.*

*N400 Application Assistance and Passport Photos are FREE of charge!
And if you are a CSEA member, enter a drawing for a chance to win the \$680 USCIS
filing fees back (for those completing the process at the workshop)!*

Please join us! Contact CSEA Member Benefits Secretary, Marie Acosta at macosta@csea.com
or (800) 526-9297, ext 2987 to RSVP or to get more information.