

## Presidents Message

Just a quick reminder that Executive Board elections are coming soon! Nominations for officers will take place at the October and November Chapter meetings. If you plan to nominate someone, prior making that nomination, please make sure that they have agreed to assume the duties of the position.

To be eligible to hold an office, the member must have attended (5) Chapter meetings in the previous (24) months of the election. The Chapter President can confirm the number of meetings you have attended. If you are in doubt, please check prior to the meeting.

If there is only one person nominated for an office, that person shall be deemed as having been elected to the position. If there are (2) or more nominees for a position, an election will be held at the December Chapter meeting, which will be held on **Monday, December 10<sup>th</sup> at the District Office in the Board Room - time to be determined.**

I look forward to assuming the position of Past President and assisting the new leadership.

## Chapter 579 Job Stewards We're here to help you!

<b>Marti Reiter</b>	<b>714-480-7512</b>
<b>Sean Small</b>	<b>714-564-5667</b>
<b>Sylvia Gordon</b>	<b>714-564-6004</b>
<b>Tom Andrews</b>	<b>714-564-6310</b>
<b>Victoria Williams</b>	<b>714-628-4719</b>



### Inside this issue:

Presidents Message	1
Job Stewards	1
CSEA Scholarships	2
Yes on 30; No on 32	2
Chapter News & Negotiations	3
On-line Voter Registration	3
Legislature Passes Pension Reform	4

### Chapter 579 Executive Board

President	Marti Reiter
1st Vice President	Sean Small
2nd Vice President	Vacant
Secretary	Vacant
Treasurer	Esmeralda Abejar
CPRO	Tom Andrews

## CSEA Scholarship Program

CSEA's Scholarship Program provides CSEA members and their families with a wide range of educational assistance.

### Member Career Grants

CSEA offers grants to members who are going to school on a part time or full time basis. \$1,000 grants are awarded to recipients based on financial need, goals and objectives, citizenship, and CSEA activities.

**Applications are accepted June 1 - October 31**

[Download application](#) (PDF 53KB)

### Dependent Scholarships

Since the early 1960's, CSEA's Scholarship Program has awarded more than a million dollars to union members and their dependents that want to begin or continue their secondary education. \$1,000 scholarships are awarded to recipients based on academic achievement, character, leadership and extra curricular activities within the community. Financial need may also be taken into consideration on some. There are graduating high school senior, community college and college/vocational school scholarships.

**Applying for a CSEA Scholarship just got easier!** As of 2011, you no longer need to include a FAFSA (Free Application for Federal Student Aid) with your application.

**Applications are accepted Jan. 1 - March 31**

### Union Plus Scholarship Program

[The Union Plus Scholarship Program](#) offers cash awards ranging from \$500 to \$4,000 to recipients based on academic achievement, potential, character, leadership, social awareness, career goals and financial need. Their website is [www.unionplus.org](http://www.unionplus.org)

## Yes on 30.....No on 32

On Nov. 6, California voters will have the opportunity to decide the future of the state's prosperity with two ballot initiatives in Propositions 30 and 32. The two could barely have more opposing aims. Prop. 30 will reinvest in public schools and, once again, make the education of our children a top priority. Prop. 32 would strip working people of their political voices and give unchecked political power to billionaires and corporations. Both will impact California's future immensely. Propositions 30 and 32 will not only have a dramatic effect on the state as a whole, but also on every school district in California. If Prop. 30 fails, every school and community college district in the state will immediately see significant funding cuts. And if Prop. 32 passes, local chapters will no longer be able to give political support to school bond measures and school board candidates who understand the value of classified employees. The outcomes of Propositions 30 and 32 will impact every classified employee in the state, and CSEA members are standing up to spread the word about both of these initiatives.

Association President Allan Clark said that CSEA members are up to the task and will achieve the goals of passing Prop. 30 and defeating Prop. 32.

"It's our time to stand and protect what our parents and grandparents built," Clark said. "It's our time to stand and carry it on our shoulders. It's our time to stand and do whatever it takes to be victorious. It is time to pass Proposition 30 and defeat Proposition 32."



**WOW!  
CSEA Scholarships  
Rock !**

**"If Prop. 30 fails, every school and community college district will immediately see significant funding cuts."**



## Chapter News & Negotiations

### Chapter News

We had a great chapter meeting at CEC on September 18. There were 16 members in attendance, and the room was a great improvement over the last meeting held at this site. It was noted by President Reiter that there has been no improvement in Ricardo Foreman's condition and asked us all to keep him in our thoughts and prayers.

Action Items: Minutes from the previous meeting and treasurers report were approved. The bargaining proposal and political endorsements were motioned and approved. We also voted to support Measure Q.

Information Items: Members were given a report on the 2012 State Conference from those delegates who attended the conference. Hazardous Materials Committee reported no further progress on the Chemical Hygiene Officer situation at SAC/SCC due to time constraints. The EERC report gave updates on the M&O grievance, step advancement, a District lay-off, bookstore staffing, CDC staffing, reclassifications, and the DMC Sr. Custodian Position. Two grievances were settled in September.

There were positive comments and discussions during the good of the order .

Our next chapter Meeting will be Tuesday, October 16, 2012 at Santiago Canyon College in room E-203

Come out and support our Chapter!! We will be taking nominations for executive board officers and will surely have new information facing our membership. Your voice is important.

### Negotiations Update

We are starting to progress here. We approved our initial bargaining proposal (based on our survey), at the Chapter meeting on Sept. 18th, and have submitted it to the Board of Trustees. Tentative negotiations dates have been set for Wednesday, October 10th, and Monday October 15th. We are in the process of selecting the negotiations team at this time. We'll keep you posted as events transpire. The next chapter meeting is after the first two tentative negotiations sessions.

## Online Voter Registration

Last week, over 110,000 Californians took advantage of online voter registration in the first week that it was available. Now, any U.S. citizen and California resident with a driver's license and a social security number can securely register to vote online at [www.registertovote.ca.gov](http://www.registertovote.ca.gov). With so many critical issues facing our colleges, state and nation, it is essential that all Californians eligible to vote register by October 22 and participate in the November 6 election.



### **Legislature Passes Major Pension Bill**

During the last day of the legislation session, AB 340 was passed to enact significant changes to California public employee pensions. Governor Brown is expected to sign this bill. AB 340 will not modify or cut pensions for any current employees. Only employees hired after January 1, 2013 will be impacted by the benefit changes in AB 340. While CSEA supported some of the reforms in AB 340, we opposed the bill due to the cuts in benefits for new employees. CSEA led the coalition effort against this measure. The following is a summary of the major provisions of AB 340.

AB 340 will not affect current employees' retirement benefits. Current employees will continue to receive all current retirement benefits and formulas. Contribution rates also remain unchanged for current employees. New employees hired January 1, 2013 or after will continue to receive defined benefit pensions, but the formula for classified employees will be 2% at age 62 and will top out at 2.5% at age 67. New employees will be required to pay 50% of normal costs (normal costs are the costs to fund current benefits, not including unfunded liabilities). Because retirement formulas for new employees will be reduced, normal costs for new employees could be lower than the 7% paid by current employees. Employers have the right to negotiate to increase the amount current employees pay towards their retirement. AB 340 would allow employers, beginning in 2018, to unilaterally implement an employee contribution rate of 50% of normal costs, or an 8% employee contribution, whichever is less. Currently, classified employees contribute 7%, which is very close to 50% of normal costs. In addition, K-12 school employers will not financially benefit from increasing employee contribution rates because any commensurate decrease in the employer contribution rate benefits the state, not the school district. School employer contribution rates are reimbursed through revenue limits, which are adjusted up or down when the employer rates change. Community colleges do not have revenues adjusted for retirement contribution rates. Districts who have negotiated employer paid member contributions (EPMC) will continue to pick up employee contributions for current employees. EPMC will not be available to new employees, who will be required to pay 50% of normal costs. New employees will have their pensions calculated based on the highest three-year average. Final compensation for pensions can only include regular, recurring pay. This anti-spiking provision prohibits the practice of padding final compensation by adding multiple years of sick leave, vacation or other pay that is not earned in the final year of work. Classified employees will still be allowed to convert unused sick leave to retirement credit. Retired annuitants will have to wait 180 days before returning to work and will be limited to 960 hours. This addresses situations such as City Managers retiring on Friday, returning to work Monday and collecting both a pension and a paycheck. Public employees who commit felonies in relation to their job will lose any pension earned following the commission of the felony. In the unlikely event that pension benefit increases are granted in the future, they cannot be applied retroactively to service already performed. Benefit increases can only be provided from the date of the increase forward. Pension holidays are prohibited. Employers will no longer be allowed to reduce contributions to zero when pensions have excess funding. They must always pay their share of normal costs. Purchase of "air time" will be eliminated. Currently, employees can purchase up to five years of service credit for time they did not work. They must pay the full cost of the employee contribution, employer contribution and interest. This is a very expensive benefit and few classified employees have opted for this purchase. Other service credit purchase options, such as military service credit, are still allowed. The CalPERS board is not changed. The Governor may push for modifications to the board in the future. New employees will have their pensionable salary capped at \$110,100, or \$132,120 for those not covered by Social Security. These caps will be increased by a cost of living factor. Few, if any, classified employees will be impacted by these caps. CSEA opposed AB 340 and led the coalition effort against the bill. However, it is our hope that enactment of AB 340 will stop the momentum of anti-pension zealots who have been mobilizing to qualify ballot initiatives to gut pensions and force public employees into 401K type plans.