

Standing Room Only

CSEA Chapter 579, RSCCD

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Review the Current CSEA Contract

E-Board

- 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.
Nathan Banditelli



President's Message

Brothers and Sisters:

CSEA is very pleased to have been invited to give brief presentations for Convocations at both SCC and SAC. I hadn't realized that SAC was about a year away from celebrating 100 years of service to the community. It is very exciting to be a part of a District with that type of history.

CSEA held its 88th conference the first week of August, with the theme "INSPIRE, ENGAGE, LEAD". Our Chapter 579 sent 5 delegates to represent us this year. Tom Andrews-2nd Vice President and Chief Job Steward; Dolly Paguirigan-Treasurer; Diane Hill-CPRO; Sylvia Gordon-Job Steward; and me. Next year we would like to have more members attend. The 2015 Conference will be held at the Paris Hotel in Las Vegas, July 27-31.

Governor Brown, Lt. Governor Gavin Newsom, Senate President Pro Tempore Kevin De Leon and Board of Equalization member Betty Yee were some of the speakers who addressed the Conference delegates. Alex Sheen,

a young man who started the "because I said I would" movement, an organization based on a promise he made to his deceased father, was one of the honored guests. He challenged all of us in the room to write down our promise. He stated that writing something on paper was much more powerful than just saying it to yourself.

My Promise to you is to work with our E-Board to represent you with the District, Faculty, Administrators and Students in a fair, just, professional manner to achieve equity for all that we do.

On another note, in October the Accreditation Team will be visiting our campuses asking questions of staff, faculty, administrators and students. Many of us participated in the Self Study Accreditation Report either directly or indirectly. We work for a great District, don't hesitate to let the team know that.

If you serve on a shared governance committee, let the Accreditation Team know. If you do not serve on a shared governance committee, let

me know and we will make certain you have the opportunity to serve on one.

I was happy to see Santa Ana College acknowledge CSEA by having two of our members sign the Certification page of the Self Study Accreditation Report.

One last word; CSEA represents *you*. If you think your rights are being violated or if you are facing a disciplinary action no matter what it may be, contact us. We are here for you.

The OC Labor Federation recently sponsored The Annual Labor Day Picnic at the Santa Ana Zoo. We hope everyone who participated enjoyed a fun day off with their families.

Victoria J. Williams

New Delegate's Perspective!



Diane Hill

The 2014 CSEA Annual Conference was an awesome experience. There were approximately 1400 delegates who attended. The speakers were very inspiring. We heard from Gov. Jerry Brown, Superintendent of Public Instruction Tom Torlakson, Lt. Gov. Gavin Newsom to name a few.

The conference was very efficiently organized. I was impressed with what a huge organization CSEA is statewide.

We are a strong group and politically we need to be. There has been legislation presented to restrict or scrap our CALPERS retirement plan. CSEA strongly opposed and fought against this legislation and we won. This is a fight that needs to be battled at every election.

So if you ever wonder what your Union does for you, remem-

Dolly Paguirigan

Sea of Blue. I have always been amazed how impactful it is when our classified staff fills the District Board Room with a sea of blue. It certainly sends a message across. Imagine my amazement seeing 1,400 of my fellow classified employees in blue fill Sacramento Convention Center on T-Shirt Day. Wow!

For the past 88 years, our union leaders and member delegates gather from all over California to discuss the state of our Union, vote on resolutions, analyze and approve the Association Budget, be inspired by invited speakers, and last but not least, to honor some of our outstanding members. I am privileged to be part of the process this year. All first time delegates wear a Newbie Badge. That allows us to make mistakes when making motions at the floor. I think that's kinda cool. I learned so much from each session, from the first Business Meeting to Education Days where we select workshops that best interest us. And I intend to bring that knowledge back to our local chapter.

If there is one most important thing that I took away from the Conference, it is the value of making our voices heard in our workplace, in our communities and in our legislation.

ber that CSEA has your back and is constantly looking out against those that would try to diminish our power as a union of classified employees.

CSEA President Michael Bilbrey summed it up nicely "Your union is not just looking out for you today, but our eyes are keenly focused on the future, looking to solidify CSEA's position as the best union for classified employees."

"I was inspired to help in whatever ways I can to make our CSEA Union at RSCCD the best union for our employees."

I felt a sense of victory upon learning about CSEA's legislative priorities and its advocacy track record in the political arena. You can read more about it at www.csea.com. CSEA has no political color. It aligns itself with those who are out to protect education, our jobs, our welfare, our future. Advocate for what is right and what you believe in. Our opinion matters!

I have always known that we classified employees do essential work at our districts and our communities. But I was awestruck by the lives of the five Members of Year Awardees – a maintenance crew, a food service worker, an instructional aide for kids with special needs, a school secretary and a transportation mechanic. They exemplify this year's theme - **Inspire, Engage, Lead**. I am proud to call them my brothers and sisters. It is my hope that more members from our District would step up and make a difference. You can start by voicing your opinion.

As a new member delegate, the 88th CSEA Conference was a huge classroom for me. I came in with a little knowledge but with an open mind, I came out "Blue and Improved".

Do Classified Employees Have a Dress Code?

Did you know that classified employees in RSCCD do not have a dress code? One employee recently passed along an e-mail from a manager where the manager directed employees to refrain from wearing certain outfits and footwear as these are considered inappropriate.

CSEA brought this concern to our monthly Employee-Employer Relations Committee (EERC) and the District agreed with CSEA that there is no dress code.



Impossible Fact #257

By a two-to-one Margin, Roman Senators selected the Toga over the Hawaiian shirt, for Casual Fridays.



Our contract requires some employees to wear a uniform, but the rest of us may exercise our professional judgment when deciding what to wear to work.

Projecting a professional image is important, but managers do not have the authority to institute a dress code and no classified employee will ever be disciplined for inappropriate dress.

If you have any questions or concerns about your work attire or if you receive any communications from managers that you believe appear to implement a dress code, do not hesitate to contact a CSEA representative.

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

Discipline and Due Process

KNOW YOUR RIGHTS!

CSEA classified employees have a right to due process when called into the office with a manager or supervisor regarding discipline. Remember you have the right to ask for a CSEA chapter representative to attend the meeting. There are trained job stewards available to attend the meeting with you. If you know of the meeting date and time, you must contact a job steward in advance of the meeting. The job steward will notify the manager or supervisor that they will attend the meeting.

For assistance call one of the following Job Stewards:

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

Know your Rights Training

When: Thursday, October 16

Where: SAC, Rm. I-08

1st Session: 11:30 AM to 12:30 PM

2nd Session: 12:30 PM to 1:30 PM

CONGRATS!!

Let's congratulate the following service awardees who were inadvertently excluded from our last issue. Our apologies and best wishes!

20 years of service:

- Lynn Au—SCC
- Juana Galvan—SCC
- Nora Schug—SAC

25 Years of Service:

- Reyes Vazquez



California School Employees Association

A Piece of CSEA History

Do you know how CSEA started?

CSEA was formed in 1927 when a determined group of Oakland custodians came together to support an elderly custodian who couldn't afford to retire because public schools had no pension plan for such employees. This small group of custodians saw the need to gain rights and benefits for themselves and other school employees, and began the organization to achieve this goal.

Now CSEA is 215,000 Strong!!