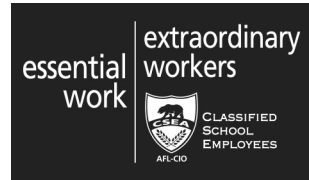


# CSEA Voices



Volume 3, Issue 3  
May 2009

## Our Union Process: Members Act to Build A Stronger Chapter



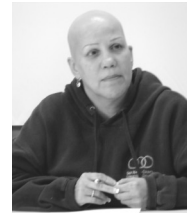
Kathy Chaika, Sharon Himebrook, Kathy McEachron, Kevin Lesch, Brian Tupper



Cheryl Narvarette, Paul Sacamano, Chuck La Mere, Brian Tupper, Kevin Lesch



Chris Weidman, Linda Herda



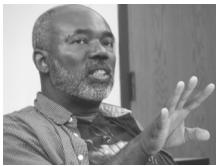
Annette Perot



Kay Kekauoha and Ulysses Guadamuz

Chapter 33 Members attend Special Combined E-Board and Chapter Meeting to conduct the business of the Chapter

Members attend April Drive Release Meeting to vote for Alternate Area B Director and conduct the business of the Chapter



Charles Jones

(Photos by Kaveh Nikpour)



John Martinez, Betty Fleming, John Hall



Kaveh Nikpour



Martyns Kanu, Dean Drumheller, Chris Weidman



Diana Hull  
Labor Rep



Kathy Chaika and Stephanie Samuelsen

### The Arbitration Hearing is Done! What Happens Next?



On Thursday, March 26, 2009, CSEA Chapter 33 and The District participated in an arbitration hearing to determine the correct interpretation of the "Me Too" Side Letter.

**A little background**

As you know from reading *CSEA Voices*, your Chapter filed a grievance against the District with regards to their new interpretation of our "Me Too" clause. CSEA was not made aware of this changed interpretation until 4 months after reaching a Tentative Agreement with the District, membership ratification and Board Approval by our Board of Trustees.

The changed interpretation of our "Me Too" clause resulted in the membership not receiving the 3.0% increase to our salary schedule effective July 1, 2008 and the 1% towards our medical cap effective January 1, 2009.

**Thanks to our team**

Many thanks go out to our CSEA Staff Attorney, Charmaine L. Huntting, and our CSEA Labor Representative, Diana Hull. The arbitration hearing had been scheduled for two days, however both sides were able to complete the hearing in one day.

**What happens next?**

Transcripts from the hearing have been reviewed by CSEA's Staff Attorney, Charmaine L. Huntting and Dis-

trict Counsel. Next, CSEA Staff Attorney and the District counsel will submit their closing briefs to the Arbitrator, Carol Vendillo by Monday May 11th. Finally, Arbitrator Vendrillo will issue her advisory award within 30 days of receiving the closing briefs by June 10, 2009.

**What can you do?**

Stay tuned! As soon as there is decision, your Chapter President will inform you. Until then, show your support by attending Chapter meetings, by reading emails from the Chapter leadership and supporting your Chapter Leadership as it continues to fight for our rights. Remember, this is your Union!



This year CSEW is May 17-23. See article on page four and watch for timely emails for event details!

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Check out YOUR Chapter's improved Website at <http://chapter33.csea.com>



## President's Message to the Membership Annette Perot, Chapter 33 President

Here we are nearing the end of the Spring Semester and so much has happened. Our grievance went to Arbitration in March and the attorneys will have submitted their briefs by the time you read your Chapter newsletter, *CSEA Voices*. Remember, the Arbitrator has 30 days to read and make her ruling. We are all hopeful that she will rule in our favor.

We have also submitted our Initial Contract Proposal to the District after members approved it by a large majority (see the article below).

The Proposal went to the Board, April 22, 2009 and was accepted by the Board. A public hearing of the proposals, both CSEA's Chapter 33 and the District's proposal (to make no changes to the contract), will be held at the next regularly scheduled Board meeting, May 13, 2009. After that your Negotiations Team will begin sitting down at the table to negotiate with the District.

By now I am sure everyone has heard that the District's budget is in bad shape. Rumors have been flying about possible cuts. I want to let you know that we, the members of Labor Management Committee (LMC) and your Negotiations Team, are working to minimize the impact to our members and to make sure the process outlined in our contract is followed. Please, if you have any questions, or have heard any reports that concern you, feel free to contact myself or one of your E-Board members. These are going to be tough times. We need to join together more now than ever before because as they say, "United we bargain, divided we beg".



Annette Perot

## Our Union Process: Members approve Initial Contract Proposal for 07-08 and 08-09

Chapter 33 members went to their site ballot polling stations on Thursday March 26th and approved our Initial Contract Proposal. It was overwhelming approved by a vote of 82 yes and 3 no. After the vote, the Initial Contract Proposal was submitted to the District and will go on the Wednesday April 22, Board meeting agenda to start the sunshine process. After that, our Negotiating Team can begin official negotiations with the District in May. Thanks to members who voted!



Laura Skaff, Program Services Coordinator, votes at CSM



Lorie Granero, Library/Media Technician, votes at CSM



Bob Domenici, Purchasing Officer, votes at the District Office

Voting means participating in the democratic process that makes your Union a member operated Union. The fact is You are the Union in a member run Union.

## Our Union Process: Members attend Brown Bag Meetings

Skyline College held its Brown Bag meeting March 25 in Building 6, room 203, from noon-1 pm.

A brown bag meeting means that Chapter members bring their own lunch and discuss Chapter agenda items. Renae Weidman made cup cakes for the event and Linda Herda and Chris Weidman gave out CSEA themed small gifts to members who came to the meeting. (All Skyline photos by Chris Weidman)

Chapter Meetings are essential to the democratic process of our Union.



Nadia Tariq, Adolfo Leiva and Vivian Paw



Ellen Lee, Barbara Daley and Manny Peix

Your participation at Chapter meetings makes a member run Union a reality.



Donna Elliott, Linda Herda, Theresa Tentis and Loretta Davis

Meetings are an opportunity to socialize with Chapter members and conduct the business of the Union at the same time.



Linda Kisich, Shelia Claxton and Felix Perez



It's too late to ask about saving a cupcake for you; but you're in luck; there are Chapter meetings scheduled for the rest of the year

At the same time, at the College of San Mateo, another Brown Bag meeting took place.



Russell Cunningham, Ulysses Guadamuz

A member run Union means that members have their control of the course of their Union.



Annette Perot and Charles Jones

A member run Union means YOU are the Union.



Charles Jones, Chuck La Mere, Russell Cunningham, Ulysses Guadamuz and Annette Perot

## Chapter 33 Executive Board Members

President.....	Annette Perot.....	650 574-6328
Jr. Past President.....	Ulysses Guadamuz.....	650 574-6415
1st Vice President.....	Charles Jones.....	650 574-6517
2nd Vice President (Worksite VP) CSM/District	Kathy Chaika.....	650 574-6209
2nd Vice President (Worksite VP) Cañada .....	Martyns Kanu.....	650 306-3265
2nd Vice President (Worksite VP) Skyline .....	Chris Weidman.....	650 738-4393
Secretary.....	Jeanne Stalker.....	650 574-6495
Treasurer.....	Linda Herda.....	650 738-4301
Steward.....	Mario Peña .....	650 306-3272
Steward.....	Maria Lara-Blanco.....	650 306-3122
Steward.....	Fleeta Rodriguez .....	650 306-3382
Steward.....	Charles Jones.....	650 574-6517
Steward.....	Brian Tupper.....	650 574-6415
Steward/Chief Job Steward.....	Chuck La Mere.....	650 574-6109
Steward.....	Kathy Chaika.....	650 574-6209
Steward.....	Herb Mintz.....	650 524-6960
Steward.....	Stephanie Samuelsen.....	650 358-6730
Chapter Political Action Coordinator (CPAC) ...	Charles Jones.....	650 574-6517
Chapter Public Relations Officer (CPRO) .....	Herb Mintz .....	650 524-6960
Parliamentarian.....	John Martinez	650 524-6954

### Appointed Positions, Regional and Labor Representatives

Webmistress/Web Designer.....	Juanita Celaya.....	650 524-6927
Regional Representative Region 5.....	Kay Kekauoha .....	650 802-5576
Labor Relations Representative.....	Diana Hull.....	415 242-0396

### Our Union Process: Get ready to celebrate Classified School Employee Week (CSEW)

In 1984, CSEA members passed a resolution to establish an official recognition week for Classified employees. A year later it was adopted as a state-sponsored resolution. In 1986, Senate Bill 1552 made permanent the Classified School Employee Week as an annual week of statewide recognition. Bill sponsor William Campbell said, "I urge all citizens to work closely to take time out and to think about school days and recall the efforts of the bus drivers, secretaries, custodians and all the other classified staff they met and knew. As much as any other group of employees, the classified school staff is a valued and integral part of our public schools system and their work is vital to our children's success." This year, Canada, Skyline and The College of San Mateo will celebrate Classified School Employee Week during the week of May 17-23. **Watch for timely emails from your CPRO on when and where your campus CSEW event will take place!**



### Who ya gonna call for low cost movie tickets?

Thinking about going to the movies tonight? If you have to pay \$10.50 per ticket, you might think again and stay home. Did you know that CSEA's Member Benefits has discount movie tickets for you? AMC Theatres, Galaxy Theatres, Regal Entertainment, Brendan Theatres and Cinemark Theatres have many locations in the Bay Area. Tickets are as low as \$6.25. That's a 40% savings. Talk about a cool member benefit. Call 1-866-487-2732 (toll free) today and enjoy benefits you have earned! Now ya know who to call when you need a discount movie ticket.

## Know Your Rights in Your Contract: Article 4: Organizational Rights



Your CSEA Chapter 33 is an organization with rights guaranteed in our Union Contract for members and the Organization. Organizational rights are integral to the maintenance of our Union as a capable and vital institution.

**4.1 Reasonable Access:** The CSEA shall have the right of access at reasonable times to areas in which employees work; the right to use institutional bulletin boards, mail boxes, and other means of communication subject to reasonable regulations; and the right to use institutional facilities at reasonable times for the purpose of meetings concerned with the exercise of the rights guaranteed by statute

**4.5 Labor/Management Committee:** The CSEA and the District agree to establish an ongoing committee to provide a regular forum for discussion of matters related to the employment of unit members. The CSEA chapter president and the Chancellor-Superintendent shall determine the membership of the committee, which shall make recommendations to the Chancellor-Superintendent. All matters affecting the employment of unit members shall be considered appropriate for discussion by the committee, with the exception of matters which are directly within the scope of collective bargaining. The Chancellor-Superintendent shall report to the Board at least once each year on the recommendations of the committee

**4.7 Worksite Elections:** The District shall allow CSEA to have worksite elections for contract ratification and officer elections. CSEA, with the concurrence of the Chief Executive Officer at each location (or his/her designee) will determine the location(s) and hours of operation. Normally, the ballot box and voter list will be available at the desk of a designated CSEA representative. It is not the intent of the parties to disrupt the normal workflow of the District by the implementation of this section

**4.10 Release Time for Chapter Meetings:** The District will provide drive release time totaling one (1) hour (30 minutes before and 30 minutes after) for CSEA members to attend three lunch time Chapter meetings. Drive release time will only be for those employees who must travel to a District site other than their own. Employees at the site of the meeting will be given a total of 10 minutes release time (5 minutes before and 5 minutes after) to get from their regular workstations to the chapter meeting location. For purposes of this section only, CSM and the District Office shall be considered one site. CSEA will provide advance notice to the Vice Chancellor, Human Resources or designee of the dates for the three chapter meetings.

**4.12 Electronic Mail:** The District agrees to initiate a program to provide reasonable on-the-job email access to every employee in the bargaining unit. Once an employee has been given email access, the employee is responsible to ensure that he/she regularly reviews his/her email account for messages.

**4.13 Web Site:** The District shall provide a link to the CSEA web page on the District's web server, with content provided by and controlled by CSEA. Content shall adhere to both CSEA and District policies, rules, and regulations.

**4.14 Bulletin Board:** The District shall provide bulletin board(s) for the exclusive use of CSEA. The bulletin boards(s) will typically measure 3 by 4 feet. There will be a minimum of four bulletin boards district-wide located at the following sites in general publicly accessible areas: Canada College in the administration building, College of San Mateo in the administration building, Skyline College in the administrative building and the Chancellor's Office on the second floor.



Check out YOUR Chapter's improved Website at <http://chapter33.csea.com>



### Barbara Daley receives 2009 Community College Classified Employee of the Year Award

After a college wide nomination, then a review of the five nominations submitted, the College Council selected Barbara Daley as Skyline's nominee to the Board of Trustees for the state wide Classified Employee of the Year Award. The Board then considered the nominees from all three colleges and the district office and selected Ms. Daley as their nominee to the Community College Board of Governors. On April 23, Ms. Daley learned that she was one of the 5 recipients for the 2009 Community College Classified Employee of the Year award. Ms. Daley is a Library Support

Specialist at Skyline College.

#### CSEA Voices: What is the most satisfying aspect of your work?

**Ms. Daley:** A large part of my job is devoted to purchasing all of the Library's books and supplies, as well as receiving and cataloging new books. I can tell you I'm like a kid in a candy shop when a new shipment comes in! I love being the first one to see all of the new books. I take great pleasure in creating monthly displays on different themes which showcase the wonderful titles in our collection. I am passionate about reading, and strive to introduce our students to a broader world of knowledge and culture, and hopefully spark an interest in lifelong learning along the way.

#### CSEA Voices: What is the most challenging aspect of your work?

**Ms. Daley:** Libraries have changed dramatically in the last two decades and are definitely not the sleepy oases of peace and quiet that most people imagine them to be. Aside from not having enough hours in the day to get everything done, probably the biggest challenge is keeping up with new technology.

Ms. Daley's award will be presented at the next Board meeting which will be held on May 4th at Lake Tahoe Community College. Chancellor Galatolo, Board of Trustees President Karen Schwartz, and President Morrow will be attending with her. Ms. Daley will also be recognized by the Superintendent of Public Education, Jack O'Connell, and the Community College Board of Governors at formal gatherings in the coming weeks. Congratulations to Barbara Daley!



## Our Union Process: Chapter 33 Election Results 83<sup>rd</sup> Annual CSEA State Conference Delegates and Alternates and the Alternate Area B Director



Chapter 33 Members cast their ballots in two more elections the month of April. The votes have been counted and here are the results for those elections.

### 83<sup>rd</sup> Annual CSEA State Conference Delegates

Delegate #1—Kathy Chaika	50 votes
Delegate #2—Charles Jones	44 votes
Delegate #3—Chris Weidman	40 votes
Alternate #1—Ulysses Guadamuz	28 votes
Alternate #2—Martyns Kanu	20 votes
Alternate #3—Fleeta Rodriguez	13 votes
Alternate #4—Chuck La Mere	11 votes



Delegates gather at the 82nd Annual CSEA Conference last year

Please note that our Chapter can send 4 delegates to Conference; the fourth delegate is our Chapter President, Annette Perot. To read the 2009 Conference Resolutions, go to your Chapter website at <http://chapter33.csea.com>

### Alternate Area B Director

Melodee Bettman	9 votes
Ulysses Guadamuz	7 votes
Evonne Elliott	4 votes



We have mailed in the official ballot for the Alternate Area B Director with the certification of our Chapter vote. The Chapter's vote was cast for Melodee Bettman as she received the most votes.

All ballots that were cast by CSEA Chapters will be collected by 11:00 am on June 18, 2009 and then they will be tallied and a winner will be announced. Thanks to Chapter 33 Members who voted in these two elections.



## Facts about the Employee Free choice Act (EFCA) of 2009

1) The middle class is stressed and shrinking and working families are finding it harder to make ends meet. Wages just aren't keeping up with the cost of living, and job security, health coverage and the promise of a secure retirement are vanishing. Workers are hurting, and the entire economy is feeling the effects.

2) Corporations and CEOs aren't treating workers fairly. They cut back on workers' health care and wages, while CEO pay skyrockets. They intimidate workers who join together to negotiate a contract, while protecting their own perks and benefits. Today, CEOs get contracts that protect their wages and benefits. But some deny their employees the same opportunity. Although U.S. and international laws are supposed to protect workers' freedom to belong to unions, employers routinely harass, intimidate, coerce and even fire workers struggling to gain a union so they can bargain for better lives. And U.S. labor law is powerless to stop them.

freedom to belong to unions, employers routinely harass, intimidate, coerce and even fire workers struggling to gain a union so they can bargain for better lives. And U.S. labor law is powerless to stop them.

3) The best opportunity we have to rebuild the middle class and put workers on the right track is through giving workers the power to bargain for a better life. Union workers have better wages and are more likely to have health coverage, pensions and protections on the job that non-union workers—and where unions are strong, even non-union workers get better pay than in areas where unions are weak.

4) Unfortunately, current law puts the decisions about forming unions and bargaining in the hands of corporations, not workers. In our company-dominated system, corporations deny workers the freedom to choose a union, and they have free rein to coerce, intimidate and even fire employees to keep them from forming a union to bargain for their economic well-being.

5) Supported by a bipartisan coalition in Congress and millions of workers around the country, the Employee Free Choice Act would level the playing field and put the power to choose a union back where it belongs—in the hands of workers. It will restore workers' power to bargain for a better life, rebuilding the middle class and strengthening the economy for the long term.



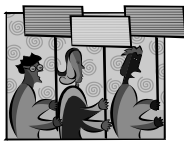
### The System for Forming Unions is Broken

Employees are on an uneven playing field from the first moment they begin exploring whether they want to form a union, and the will of the majority often is crushed by brutal management tactics. Cornell University scholar Kate Bronfenbrenner studied hundreds of organizing campaigns and found that:

"Ninety-two percent of private-sector employers, when faced with employees who want to join together in a union, force employees to attend closed-door meetings to hear anti-union propaganda; 80 percent require supervisors to attend training sessions on attacking unions; and 78 percent require that supervisors deliver anti-union messages to workers they oversee. Seventy-five percent hire outside consultants to run anti-union campaigns, often based on mass psychology and distorting the law. Half of employers threaten to shut down partially or totally if employees join together in a union. In 25 percent of organizing campaigns, private-sector employers illegally fire workers because they want to form a union. Even after workers successfully form a union, in one-third of the instances, employers do not negotiate a contract."

### Why Workers Need The Freedom to Form Unions and Bargain Collectively

Joining together in a union to bargain for health care, pensions, fair wages and better working conditions is the best opportunity working people have to get ahead. Today, good jobs are vanishing and health care coverage and retirement security are slipping out of reach. Only 38 percent of the public says their families are getting ahead financially and less than a quarter believes the next generation will be better off. But workers who belong to unions earn 28 percent more than nonunion workers. They are 52 percent more likely to have employer-provided health coverage and nearly three times more likely to have guaranteed pensions. All workers should have the freedom to decide for themselves whether to form unions to bargain for a better life



## This History is For and About You

CSEA began in 1927 when a group of Oakland school custodians set out to secure retirement benefits.

Nine men and one woman assembled for a three-day meeting that established a framework for the union and set an agenda of progress that continued to elevate the status of classified employees for the next 80 years. From the Capitol to the bargaining table, CSEA pursued the interests of California's classified employees, transforming non-certificated, "support staff" into classified professionals and respected partners in the education community.

Today, CSEA represents nearly 225,000 workers, making it the largest classified school employee union in the Nation. The Union's success in legislation, contract negotiations, retirement benefits, safety measures and employee rights is a testament to the hard work of all CSEA members.

Don't take your Chapter for granted. Our success depends on every member getting involved in our Union Process!



Check out YOUR Chapter's improved Website at <http://chapter33.csea.com>

**San Mateo County Community College District  
California School Employees Association  
Chapter 33 Newsletter**



3401 CSM Drive  
San Mateo, CA. 94402  
Phone: (650) 524-6968  
Email: Herb@kcsm.net or  
Email: csea33@smccd.edu

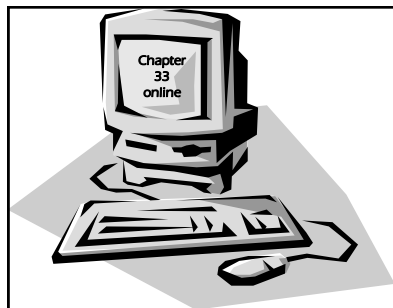
YOU are the Union!

Mailing label here

This is YOUR newsletter!

Thanks to Russell Cunningham for volunteering at *CSEA Voices*.

Got an idea for YOUR newsletter? Want to write or take photos? Know of an article about Unions you think belongs in *CSEA Voices*? Share your talents with other Chapter 33 members! Email your idea to Herb@kcsm.net Thanks!



Check out YOUR Chapter's improved Website at <http://chapter33.csea.com>  
Tell me what you think!  
Email herb@kcsm.net



California School Employees Association  
**Chapter # 33, 2009 Meeting Calendar**  
San Mateo County Community College District



Executive Board Meetings			Chapter Meetings	
Jan	14	CSM (27-112)	28	CSM (18-206)
Feb	11	CSM (27-112)	25	CSM (18-206)
Mar	11	CSM (27-112)	25	Brown Bag- Individual Campus
Apr	15	CSM (27-112)	22	*Drive Release Meeting District Office
May	06	CSM (27-112)	20	CSM (18-206)
June	10	CSM (27-112)	24	CSM (18-206)
July	08	CSM (27-112)	22	*Drive Release Meeting District Office
Aug	12	CSM (27-112)	26	CSM (18-206)
Sep	09	CSM (27-112)	23	Brown Bag-Individual Campus
Oct	07	CSM (27-112)	21	*Drive Release Meeting District Office
Nov	04	CSM (27-112)	18	CSM (18-206)
Dec	09	CSM (27-112)	--	Combined Meeting

**Please note  
new locations  
for Union  
meetings!**

\*Please note: CSEA members who commute to Chapter drive meetings from Canada and Skyline and attend the entire meeting will be granted 30 minutes of release before and after the meeting. Brown Bag meetings are held individually on each of the three campuses at noon or a time arranged at the site. Questions?

Send an email to [csea33@smccd.edu](mailto:csea33@smccd.edu)

All Executive Board and Regular Chapter and Combined meetings are from 5-6pm. Attend a Chapter meeting and meet members of YOUR Union. It's easy. It's fun!