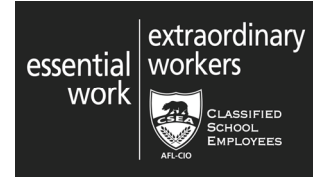


**SAN MATEO COUNTY COMMUNITY COLLEGE DISTRICT  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION CHAPTER 33 NEWSLETTER**

# CSEA Voices



## Chapter Members and friends celebrate at Holiday Luncheon

Volume 3, Issue 1  
January 2009



Annette Perot, Adam West  
Kathy Chaika & Mike Claire  
(Photo by Virginia Rosales)



Vivian Paw, Jocelyn Vila  
(Photo supplied  
by Vivian Paw)



Linda Kisich, Janet Webber, Sheila Claxton  
(Photo by Adolfo Leiva)



Virginia Brooks and Cristina Cruz  
(Photo by Jasmine Witham)



Linda Herda, Loretta Davis, Marian Kelly,  
Donna Elliott, Dennis Tordesillas & Jenifer  
Hughes (Photo by Adolfo Leiva)



Wendy De Reynaga, Edith Flores  
(Photos by Jasmine Witham)



Ulysses  
Guadamuz



James Ball, Lavine Mar & Judith Cheung  
(Photo by Jasmine Witham)

**View more Chapter 33 Holiday Luncheon photos on page 3, 5, 6 & 7**

### Contract Dispute with District enters Arbitration



As you know, your Union is involved in a dispute with the District regarding the intent of a "Me-Too" Side Letter signed during Contract negotiations in May 2006. At the core of the dispute is the District's claim that CSEA is not entitled to the negotiated 3% salary increase based on the District's changed interpretation of the intent of the "Me Too" Side Letter. In an effort to resolve this dispute, your Union filed a

Level II grievance. At the meeting in August 2008, the Union made a good faith effort to resolve the dispute, but the District rejected our grievance. Since there was no resolution at Level II, per the Contract, the dispute went to the next step, Level III - Arbitration. In December 2008, the parties selected an arbitrator, but due to scheduling issues, the parties have scheduled a hearing for March 26 and March 27, 2009. At that hearing, both sides will present their cases to the Arbitrator. The Arbitrator

will issue a written decision about the correct interpretation of the "Me Too" Side Letter as it applies to salary and whether the District is obligated to pay the negotiated 1% Health and Welfare increase (\$40/mo) as CSEA contends. *CSEA Voices* will continue to keep you informed on the status of our Arbitration case. You can show your support by talking about the dispute with other members, attending Chapter meetings, by reading emails from the Chapter

leadership and supporting your Chapter Leadership as it continues to fight for our rights. This is your Union. As your leadership steps up and takes action, you can do the same.

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

Happy New Year to All!

I would like to introduce myself to the membership. I have been employed with the San Mateo Community College District since February 1990. I was hired to work at CSM, in the Business Division as an Instructional Aide II. With the help of CSEA working on my behalf, I became a Computer Support Technician in 1996. Today, my title is an IT Support Technician II, which affords me the opportunity to get out and meet with the members.



Annette Perot

At first, like many others members, I didn't participate in Union activities. I didn't know what was going on with the rest of the campus as I was isolated in the lab where I worked. In fact, I didn't become involved with the Union until I became a Support Tech. At that time, I was able to get out and heard about things that were going on at the three campuses and District Office.

I have been a Job Steward, the Chief Job Steward, and 1<sup>st</sup> Vice President for Chapter 33. And now I have the opportunity to act as your President of Chapter 33. As such, I would like to welcome you all and invite you to participate in YOUR union. I know you have heard members ask many times before, "What is the Union doing for me?" But remember, YOU are the UNION. What are you doing to become involved and to be informed? The Executive Board makes decisions based on the membership's input, but if the members don't come to meetings and express their concerns to us, then how can we act on your behalf? Remember, CSEA is a member run organization. As such, we need your involvement!!!

It is especially important during these tough budget times that we work together and communicate our concerns to one another. One of my objectives for the coming term is communication. I want to get the word out to the members and to keep you informed of what is going on in the Chapter.

Please feel free to contact me directly or one of the Executive Board members listed on page four. I'm counting on you to ask questions or express any comments and/or concerns that you may have!



### College Vista Housing – Changes ahead?

At its November meeting, the non-profit organization San Mateo Community Colleges Education Housing Foundation Board and Project Manager for College Vista Barbara Christensen talked about extending the current leases for College Vista residents from five years to seven years. Leases for apartments in College Vista, a housing project for Faculty and Staff at the College of San Mateo, offers residents a below market rent for a period of five years, enabling residents to save enough money for a down payment.

"Because of the recent economic downturn, uncertainty in mortgage markets and the fact that we will be building more housing at Canada College, I asked the Housing Board to consider extending the five year leases for College Vista to seven years.", said Ms. Christensen. "This would give our employees more time to save for a down payment."

"My proposal was to extend the leases to seven years if the resident can prove that he/she is/are saving money for a down payment," added Ms. Christensen.

No action was taken by the Housing Board at the November meeting. The Housing Board and Project Manager Barbara Christensen are meeting again in April to continue discussion on this item.

### Upcoming CSEA Training Opportunities

**Job Steward Training:** This consists of nine hours of training dedicated to learning the A, Bs and Cs of a Job Steward. As a Job Steward, you educate members about their rights under the Contract and help resolve problems that arise at the worksite. Please note that participants **must** attend both sections of the training.

02/06/2009—Job Steward Basic I, 8:30am-3pm, @ South Bay Field Office, 3350 Scott Blvd, Santa Clara, CA

02/07/2009—Job Steward Basic II, 8:30am-1pm, @ South Bay Field Office, 3350 Scott Blvd, Santa Clara, CA

**You must RSVP at 1-800-487-2440**

## December Chapter Officers Elections Results

Chapter 33 members went to the polls on December 10th to elect Chapter Officers. Here are the Chapter 33 Election results. President: Annette Perot; Treasurer: Linda Herda; CPAC: Charles Jones; 2<sup>nd</sup> VP Cañada: Martyns Kanu; 2<sup>nd</sup> VP Skyline: Chris Weidman; Job Stewards: Fleeta Rodriguez, Maria Lara, Mario Pena, Stephanie Samuelson, Herb Mintz, Kathy Chaika, Chuck La Mere, Charles Jones and Brian Tupper. Congratulations to all elected Chapters Officers! (See page four for a complete list of E-Board members)



### Nominee for Labor Secretary is pro-union and more!

Representative Hilda Solis has been nominated as the next Secretary of Labor. At a recent news conference in Chicago Ms. Solis said, "As Secretary of Labor, I'll work to strengthen our unions and support every American in our Nation's diverse workforce."

Solis, a fourth-term Democratic member of Congress who represents East Los Angeles and the San Gabriel Valley in the House, currently serves on the Energy and Commerce and Natural Resources committees. She has built a track record that includes fighting pollution and pesticide exposure, expanding access to health care and workforce training and prevention of domestic violence.

Her focus on labor issues goes back to her years in the California Legislature in the 1990s where she was the first Latina elected to the state Senate and served as chair of the Labor and Industrial Relations Committee. "She focused on protecting easily exploited, low-wage workers through enforcement of labor laws," said Art Pulaski, executive secretary-treasurer of the California Labor Federation.

"She launched a successful initiative to raise the state minimum wage, authored the state's first study on the feasibility of paid family leave, expanded unemployment and disability benefits for all California workers and studied the impact of Pacific Rim economies on the state's workforce," said Pulaski.

In her new post, Solis says she will be a strong advocate for organized labor and pledged tougher enforcement of Federal regulations on wages and hours, overtime pay and pay discrimination. Ms. Solis strongly supports the Employee Free Choice Act, a bill that would enable union representation if a majority of workers turn in authorization cards, an alternative to a secret ballot election.

Solis, 51, is the daughter of immigrants who were blue-collar, union workers. Her Mexican-born father was a shop steward in the Teamsters union, and her Nicaraguan mother belonged to the United Rubber Workers. Solis has credited unions with securing the wages and benefits that allowed her parents to move their family into the middle class, send their children to college and raise a daughter who was elected to Congress.

Rep. Solis was the original author of the Green Jobs Act in 2007. Solis voted against the Authorization for Use of Military Force Against Iraq Resolution of 2002 that started the Iraq War.

More photos of the Holiday Luncheon (Photos by Jasmine Witham)



Susan Harrison, Barbara Christiansen, and Jan Phemester



Mary Nway Sein, Elaine Grace Gamiao



Ernie Misa, Ann Calija and Charles Phan

## Executive Board Members, Chapter 33

President.....	Annette Perot.....	650 574-6328
Jr. Past President.....	Ulysses Guadamuz.....	650 574-6415
1st Vice President .....	Vacant .....	
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.....	650 524-6495
Treasurer.....	Linda Herda.....	650 738-4301
Steward.....	Mario Peña .....	650 306-3272
Steward.....	Maria Lara-Blanco.....	650 306-3122
Steward.....	Fleeta Rodriguez .....	650 574-6517
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.....	Vacant.....	

### 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



**November 08 Film Trivia answer :** In the film, "It's A Free World" (Ken Loach, 2007), the lead female character 'Angie' gets fired from the recruitment agency where she works for 'bad behavior in public'. She throws a drink at a male colleague for inappropriately touching her and the next day she loses her white collar job. Congratulations to 2008 winners Melanie Berzon, Greg Jarrell and Max Petschauer!

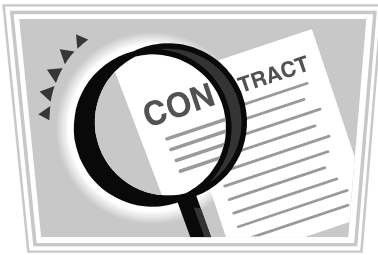
### Who ya gonna call when you're stressed out about your taxes?



Use the Union Plus Online Tax Preparation Services for an easy, inexpensive online solution to your tax preparation woes. This simple and easy-to-use tool automatically calculates your taxes and helps minimize errors. You can save information and start again later, so you don't have to complete your tax returns all at one time. Year-to-year information is also saved so you can import information from a prior year's return.

You can file your federal (\$14.95) and state (\$14.95) returns for a total cost of \$29.90. If your adjusted gross income (AGI) is between \$12,000 and \$54,000, your federal tax return is FREE, so you just pay for the state return. You are not charged until you either file your income tax return online or print your tax return. Using this service along with the built-in e-filing means you could get your tax refund within a couple of weeks without high-cost "rapid refund" income tax preparation service fees. Go to the site <[www.unionplusrefund.com](http://www.unionplusrefund.com)> for more information about Union Plus Online Tax Preparation Services.

## Know Your Rights in Your Contract: Your Right to Union Representation



**Before trouble starts, know your rights!** One of the most basic rights a Chapter employee has is the right to union representation in matters relating to discipline, reprimand, or dismissal. **Article 19.2, “Procedural Steps—Informal Counseling”** states that ‘the unit member shall be informed of his/her right to CSEA representation at said discussion.’

However, CSEA representation is **not automatic—you must ask for it.** If you think the meeting might lead to discipline, reprimand, or dismissal, **you have the right** to have CSEA representation present at the meeting. Not matter what, **do not refuse** to attend the meeting. Your Supervisor may consider this insubordination. If you attend a disciplinary meeting without Union representation, immediately after the meeting, notify any member of the Executive Board (see page four).

**If your Supervisor denies your request for Union representation** and insists on continuing to have the meeting, **you have the right to refuse to answer any questions that could be used against you. But do not walk out on the meeting!** Remember to take your own notes of any meeting, this will serve as backup documentation that your CSEA representative will need in defending your case. Keep requesting a Union Representative until the meeting is over, then contact a Union Representative immediately afterward. **Don’t wave your rights!** Failure to request Union Representation during such a meeting might cause an arbitrator or judge to rule against you, the grievant.

### **The Best Defense is a Good Offense.**

You have the right to have a Union representative present at all levels of the grievance procedure as outlined in Your current Contract. Employees should take advantage of this right because just as you wouldn’t go into court without a lawyer, you shouldn’t allow your Supervisor to abuse you or undermine your rights or if necessary, file a grievance without the benefit of representation.

Remember, think ahead. If you think that a particular meeting with your Supervisor will include discipline, call your job steward or your Union Representative. They can contact your supervisor and insure your rights will be upheld and later, attend the meeting if necessary.

**Don’t hesitate to contact a member of the Executive Board at any time for clarification and guidance. If you even think or feel there is trouble contact a member of the Executive Board right away, don’t wait until for it to turn into a problem.**

More photos of the Holiday Luncheon (Photos by Jasmine Witham)



Phyllis Lucas-Woods, Deborah Joy



Marilyn Lawrence, Medeline Lowe, Juanita Celaya



Virginia Medranos Rosales & Adolfo Leiva



## Chapter 33 Member completes Job Steward Training



Chris Weidman  
Alternate Media Specialist, Instructional Aide II  
Skyline College, Building 2, Room 2350

**CSEA Voices:** Why did you sign up for the Job Steward training? How many hours of training did you receive?

The more training I take the better I can serve the members. I wanted to become involved in the Union and take a more active role towards positive changes. Also I signed up to encourage other members to become involved and make their voices heard. I took 9 hours of training for the Basic Job Steward Training.

**CSEA Voices:** What is the role of the Job Steward? Why is it important to a Union?

The role of the Job Steward is to act as a liaison between the members and the supervisors. It is also to educate members of their rights and to achieve resolution before an issue becomes a disciplinary action. In addition I feel that as a steward your job is to uphold the contract and make sure that it is not violated. It is important because you are helping educate members as to their rights and making sure the contract is adhered to.

**CSEA Voices:** What is the most important thing you learned at the Job Steward training?

The most important thing I learned was that everyone has a voice, a vote and each member helps us achieve our goal of maintaining job security for everyone. One of the main responsibilities of a steward is to resolve conflicts in a timely manner and before an issue escalates.

**CSEA Voices:** What would say to Chapter 33 members that would encourage them to take this training in the future?

I think that all members should be encouraged to take this training so that they have a better understanding of the role of stewardship and what their rights are. It would be great if every member was able to take this training. At the least all members should take the "Know Your Rights" workshop. If you know what your rights are they are less likely to be violated. I am actively looking into seeing if some of these trainings can be offered at Skyline making it more likely that members could attend.

**CSEA Voices:** If there is something that would help the Member who reads this article to understand your motivation and your training that you haven't mention yet, please tell me about it.

My goal for becoming 2nd VP for Skyline College was to encourage others to become more active and promote positive change. The more active the members, the stronger the Union becomes. Getting members out to vote is crucial to the success of the Union as a whole. Together we can strive to make the Union stronger and more active.

More photos of the Holiday Luncheon (Photos by Jasmine Witham)



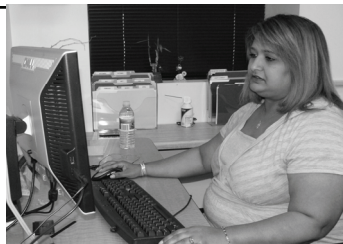
Ellen Lee, Barbara Lamson, Julene Rhoan



Jane McAteer, Ellen Leach and  
Alma Gomez



Carolyn Fiori, Anyta Archer, Charles Jones



### Chapter 33 Member Profile

Kamla Bucceri  
Media Tech  
Media Services Department  
Skyline College



**CSEA Voices:** Tell me about the essential work that you do everyday for your job.  
I coordinate the scheduling, delivery and set-up of electronic equipment for events at Skyline College. I make sure classrooms have everything they need in terms of media equipment. It requires the coordinating of resources and careful organization to make sure computers, projectors, speakers, microphones and other equipment are where they need to be and working properly. On occasions, I make minor repairs to equipment. As part of my job, I show College Instructors how to use the electronic equipment.

**CSEA Voices:** What sort of events?  
In the past year, Media Services set-up for graduation, the “Expanding Your Horizon” event and “The Wow Conference”. In general, Media Services staff schedule, deliver and set-up electronic equipment for events throughout the semester requested by students.

**CSEA Voices:** Is working with electronic equipment challenging?  
We also understand the anxiety and frustration students and faculty have with equipment. When the equipment fails it is frustrating for faculty especially when they have less than an hour for class. And it is frustrating on us if we cannot get it to work.

**CSEA Voices:** What special quality do you bring to your job that has a positive impact on students?  
As employee of Skyline College for 20 years I have been lucky enough to work with students and staff from all over the world such as England, Africa, China, Japan and etc. I have been told by most of the students that I have become they mom or big sister, especially the ones that don’t have any family. This reminds me when I was a student at Skyline and work in TLC and how the staff was so warm and caring and that is what brought me back. I like to provide a family atmosphere for everyone especially the one that is away from home. They often come back years after they have graduated just to stay in touch.

**CSEA Voices:** If you are you involved with the Union, tell me why.  
Working with CSEA member is a great pleasure. I am very lucky to be surrounded be warm and caring members. When I was ill and away from work for seven months, I kept receiving so many cards, flowers and visits from staff. And today they still ask me how I am feeling. In many ways they have become our second family. One of the others things I do like about our CSEA is they keep us inform of everything and how they work as a team.

More photos of the Holiday Luncheon (Photos by Jasmine Witham)



Diana Hull & Stephanie Samuelsen



Karen Schwarz, Richard Holober, Helen Hausman



Patty Mendoza and Aileen Connigo

**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*.

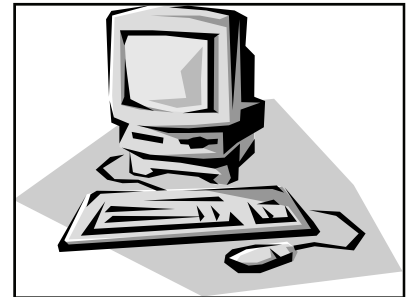


**Labor joke of the week?**

Are Unions fun? Yes they are.  
Check out this website for joke of the week  
<http://www.biglabor.com/jokes.php>

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!

Mark Your calendars: The 83rd Annual CSEA Conference will be held on  
8/03/09 through 8/07/09 at the San Jose Convention Center  
in San Jose California.



Connect to CSEA by logging in at  
<http://chapter33.csea.com>

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!