



California School Employees Association  
Chapter 477 – Rio Hondo College  
MINUTES  
Meeting  
July 23, 2018

**UNAPPROVED**

1

2 **Call Meeting to Order:** Meeting was called to order by 1st VP Lisa Sandoval at 12:12 PM with  
3 **52** members present.

4 **Present:** Angelica Bio, Rowena Mendoza, Andrea Rivera Ringo, Lisa Sandoval, and Yolanda  
5 Ramirez.

6 **Absent:** Sandra Rivera, Janice Garcia-Lopez, Steve Gonzalez and Alberto Bretado.

7 **Pledge of Allegiance:** Sandra Salcedo led members with the Pledge of Allegiance.

8 Secretary Ramirez presented the Minutes for three separate meetings.

- 9 • Hector Villa motioned to approve the Regular Meeting Minutes for May 8, 2018, Gabriela  
10 Olmos second the motion.
- 11 • Ethel Battle motioned to approve the Regular Meeting Minutes for June 12, 2018, Liz  
12 Avila second the motion.
- 13 • Frank Garcia motioned to approve the Special Meeting Minutes for June 13, 2018,  
14 Johnny Figueroa second the motion.

15 All Minutes were approved unanimously by the members present.

16 Lisa opened the floor for nominations for Delegates to Conference. Secretary Ramirez  
17 nominated KJ Lodico and hearing no others Lisa closed the nominations.

18 Since CSEA Representative Heng Lim was unable to make it to the meeting, Lisa mentioned  
19 that we will cover the information on the Janus Decision at another meeting to ensure we inform  
20 members on the changes to representation for members vs. non-members.

21 She then went into detail about a conversation on how the Board of Trustees have consistently  
22 violated their own Board Policies on Safety and Workplace Violence.

23 She spoke about the Safety item not being on the Board Agenda therefore, the Board did not  
24 report on what they would do to safeguard students and staff in the future. CSEA has  
25 investigated and found that the Board has been negligent in other occasions. She talked about  
26 the graveyard custodians who have seen strange things happening, and female custodians  
27 fearing for their safety in the evening shift. However, it shows that safety of Staff is not at the top  
28 of their list. Safety is an issue that falls on deaf ears, but with the momentum from the gun  
29 incident, the Board is finally taking some notice. Still, similar violations regarding safety show a  
30 pattern of the lack of concern for the Safety and Security of Classified Staff by the  
31 Administration and the Board of Trustees.

32 Examples were given such as the occasion when an employee was bleeding in the LRC and  
33 they made a Custodian clean it up instead of following HazMat and OSHA procedures. On  
34 another occasion when Staff found a student who jumped off the building, no one was offered  
35 any counseling for PTSD. Not only have these incidents exposed Staff to hazardous and risky  
36 conditions, these incidents were not reported to the Campus Community.



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37 Lisa went on to the Negotiations report. She clarified that, “NO, we are not at impasse.” Member  
38 asked Lisa to explain what impasse means. Lisa explained that the impasse process could take  
39 months. Impasse is a PERB two-step process of mediation, then fact-finding. The California  
40 Public Employment Relations Board (PERB) will assign us a mediator, a neutral third party who  
41 will try to help CSEA and the District’s bargaining teams reach a settlement. There is an arbiter  
42 and a mediator. Lisa stated that once we involve PERB the independent party’s decision would  
43 be final. Someone said what if it is an unfair decision. Secretary Ramirez interjected some  
44 questions to the members: “What do you want the negotiations team to do? What are you willing  
45 to do, depending on the outcome of Friday’s negotiations? Are you willing to walk-out? Are you  
46 willing to support a Vote of No Confidence on the Superintendent/President?” Somber silence  
47 replied. Lisa went on to say the District gave us their best offer, and the team gave them ours.  
48 Member asked if cash back had been an issue. Lisa stated: “We are not touching it.” The team  
49 has asked that cash back be rolled into the salaries like they did with the Faculty and the District  
50 said no. We are looking for a fair percentage to give everyone a fair share. Lisa stated they  
51 looked into different figures and she hopes the Negotiations Team will get a Tentative  
52 Agreement (TA) conceptually agreed to on Friday, July 27, 2018.

53 There were a lot of questions. One member wanted to know what the negotiations team is  
54 telling the administration’s team. “Are there notes you can share with us about what they said  
55 and what the team’s response was?” Lisa explained that telling us in public what they do at the  
56 table would be like shooting ourselves in the foot. Giving up our tactics would give the District  
57 the upper hand. As it is, we are aware there are folks giving up information that could be  
58 detrimental to us all. Caution and perseverance will help the Negotiations Team to do their job.  
59 Someone asked who was in the Negotiations Team: Sandra Rivera, Janice Garcia-Lopez,  
60 Suzanne Frederickson, Gabriela Olmos, Lisa Sandoval and Heng Lim comprise the CSEA  
61 team. She said, members will be informed as soon as the strategy has been executed without  
62 jeopardizing our chances of success.

63 Members asked about the impact of AB 703 and the new Funding Formula, which President  
64 Dreyfuss stated will create a 5.2 million shortage. Lisa stated that we are being told there will be  
65 less enrollment and that may be an issue on 100% positions changing to less, because less  
66 enrollment means less staff is needed. However, we know better. She brought up the  
67 Grievance placed by 12 Division Secretaries, because the District is not willing to compensate  
68 them for doing the scheduling work, which actually should be done by the Deans. The VP of  
69 Academic Affairs suggested going to a Centralized Scheduling System with only 1 ½ people  
70 doing the work of 12 secretaries without proper compensation or training. The Memorandum of  
71 Understanding (MOU) will be specific, Secretaries will no longer do the class schedule. Banner  
72 Rights will be revoked to ensure they will not be asked to do the work without pay.

73 Someone asked about Janus. Lisa said Janus is working against Unions. Currently Chapter 477  
74 has no service fee payers, we are all union members with full benefits and services. She asked  
75 that members look it up online. However, if we lose members’ dues the first thing to go would  
76 be Heng Lim our excellent CSEA Representative. Can we afford to have no legal representation  
77 in a grievance or any other legal matter we may have with the District? It is up to each of us.

78 **Adjournment:** Meeting was adjourned at 12:57 PM.