



California School Employees Association
Chapter 477 – Rio Hondo College
MINUTES
Special Meeting
August 7, 2018

UNAPPROVED

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2 **Call Meeting to Order:** Meeting was called to order by President Rivera at **12:09 PM** with 130
3 members present

4 **The Pledge of Allegiance** was led by President Rivera.

5 **President Rivera highlighted the Gains accomplished by the Negotiations Team:**
6 2017-2020 Successor Agreement gains:

- 7 1. New Employee Orientation MOU
- 8 2. Salary increases of at least 7.77% (3.06%, 3.71%, and 1% + COLA depending on the
9 COLA for 2019-20). The salary gains for the 2014-2017 Successor Agreement
10 amounted to 3.87%. These percentage increases will also be added onto the
11 Anniversary Increments in Article 6.5.7.
- 12 3. Chapter 477 succeeded in making flexible the 20 days of release time for Association
13 business. These days were formerly restricted to grievance processing. This will
14 alleviate Executive Board and rank and file members from using their vacation time to
15 attend meetings or carry out events.
- 16 4. Increase in work month assignments for seven (7) members with A-days
 - 17 a. Four (4) Child Development Teachers
 - 18 b. One (1) Senior Instructional Assistant Business Lab Assistant
 - 19 c. One (1) DSPS Support Services Aide
 - 20 d. One (1) Special Education Aide—Physically Disabled
- 21 5. Article 8: Health and Welfare Benefits remains status quo.
- 22 6. Reduction of the age requirement to 55 years of age, to be eligible for lifetime medical
23 benefits for fiscal year 2018-2019.
- 24 7. Increase in the annual amount from \$1,000 to \$1,100 for professional growth and staff
25 development.
- 26 8. The Personal Necessity (PN) form no longer requires that the employee state the reason
27 to use this leave.
- 28 9. Extended sick leave benefit, 100 days at 50% pay, described in Article 12.4.7, is now
29 available to be used for parental leave for a period of 12 weeks per year. Parental leave
30 includes leave for the reason of the birth of a child of the employee, or the placement of
31 a child with an employee in connection with the adoption or foster care of the child by the
32 employee. This leave does **not** require 1,250 hours of work during the previous 12-
33 month period (as does the FMLA, for example).

34 The work must continue:

- 35 1. Classification and compensation study
- 36 2. Data-related standards for hiring and/or reducing A-day assignments
- 37 3. Increasing bilingual slots
- 38 4. Reducing number of vacation and CTO days used during the winter break



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39 For the 2020-2023 Successor Agreement negotiations, our proposals must be sunshined by
40 January 2020, so that we may begin by March 2020.

41 After answering a few questions from members President Rivera went on to Summarize the
42 **Tentative Grievance Agreement and Compromise regarding a centralized course**
43 **scheduling process**, which is the mutually agreed upon resolution to a grievance filed by the
44 Senior and Instructional Division Secretaries. CSEA asserted in this grievance that the course
45 scheduling duties were unilaterally transferred to them when the college migrated from the
46 Santa Rosa to the Banner information system.

47 CSEA's solution has always been to maintain status quo, with the proper reclassification and
48 compensation for the Secretaries. However, the District determined that it would take this
49 opportunity to initiate a new centralized course scheduling process and re-assign the duties to
50 the Scheduling Technician per the job description. At this point, CSEA argued for an increase to
51 the salary of the Scheduling Technician based on the market value of this position at other
52 colleges and the foreseeable increase in workload for this position. The District disagreed.

53 This agreement outlines temporary out of class pay for developing and maintaining the Fall
54 2018 course schedule. Secretaries would cease performing all course scheduling duties as of
55 July 5, 2018. Further it revokes Banner access privileges and provides for third party training. A
56 recent update, originally, the District wanted to hire a second Scheduling Technician at a 47.5%
57 assignment but has decided to hire a 100% position to attract applicants.

58 **Members went on to cast their votes to Ratify the Tentative Agreement (TA) regarding the**
59 **2017-2020 successor Collective Bargaining Agreement (CBA), and to vote on a second**
60 **ballot to Ratify the Memorandum of Understanding (MOU) regarding the Centralized**
61 **Course Scheduling process.**

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63 **Adjournment:** Since President Rivera went back to relieve a coworker who needed to vote the
64 meeting was adjourned by 1st VP Lisa Sandoval at 1:04 PM.

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- 66 The ballots were counted by our Election Tellers Carolyn Gonzales, Clarissa Bateman, Anthony
 67 Delgado and Jim Sass, and the results of the Election are as follows:
 68 There were 130 members in attendance at the meeting and 130 ballots were accounted for.
- 69 • CSEA Members ACCEPTED the Tentative Agreement (TA) regarding the 2017-2020
 70 successor Collective Bargaining Agreement (CBA) with a VOTE of 124 to 6.
 - 71 • CSEA Members ACCEPTED the Memorandum of Understanding (MOU) regarding the
 72 centralized course scheduling process with a VOTE of 110 to 9, with one abstaining.
- 73 We thank The Negotiations Committee for their hard work and dedication to CSEA.
 74 President Sandra Rivera, 1ST VP Lisa Sandoval, 2nd VP Janice Garcia-Lopez, Suzanne
 75 Frederickson, Gabriela Olmos, and Heng Lim, CSEA Representative.

