



California School Employees Association
Chapter 477 – Rio Hondo College
MINUTES
May 14, 2019

UNAPPROVED

- 1
- 2 **Call Meeting to Order:** President Sandra Rivera called the meeting to order at **12:12pm** with
- 3 29 members present in Room B113.
- 4 **Pledge of Allegiance:** CSEA Treasurer, Angelica Bio led the Pledge of Allegiance.
- 5 **Roll Call of Officers:** Sandra Rivera, Lisa Sandoval, Janice Garcia-Lopez, Alberto Bretado
- 6 Angelica Bio, Rowena Mendoza, and Yolanda Ramirez.
- 7 **Absent:** Andrea Rivera Ringo and Steven Gonzalez.
- 8 **Approval of Minutes:** Secretary Ramirez presented the Regular Meeting Minutes for April 09,
- 9 2019. Having no corrections, Lisa Sandoval made a motion to approve and it was second by
- 10 Jim Sass. Minutes were approved unanimously by the members.
- 11 **Treasurer Report:** Treasurer Angelica Bio presented the April expenditures and balances.
- 12 Motion by Cynthia Pallini-Quezada to approve the Treasurer's report with a balance of
- 13 \$5,804.51 was second by Rowena Mendoza.
- 14 **1st VP Report:** 1st Vice-President Lisa Sandoval brought up that the updated state budget
- 15 reduced COLA from 3.46% by .20% and was approved at 3.26%. CSEA negotiated COLA +
- 16 1% for years 2019-2020, therefore, we will see a total of 4.26% raise beginning on July 1, 2019.
- 17 President Rivera asked younger employees to consider saving this to a retirement account. She
- 18 reminded everyone that pensions changed and are not at the same level for those hired after
- 19 2013. Plan your retirement life by using your raises to add to your savings or consider investing
- 20 in Long Term Care insurance. We have reports from members who used it, that these are good
- 21 for anyone in your family, not just dependents, and it is a worthwhile investment for the future.
- 22 Lisa informed members they should have received the Member Benefits email from CSEA. If
- 23 you cannot see it or are not receiving them, you may need to establish an account to see your
- 24 benefits and discounts available for dues-paying-members, only. Someone said they do not
- 25 know their CSEA member number. Jim said the emails have it at the bottom of the message.
- 26 Also, you can get it from our Treasurer Angelica Bio, to establish your electronic account.
- 27 **2nd VP Report:** 2nd Vice-President Janice Garcia-Lopez reported that the Spring Boutique did
- 28 very well. She thanked Co-Chair Yolanda Ramirez, and was super grateful to Co-Chair Michelle
- 29 Casas who did an excellent job recruiting a lot of new vendors. We brought in over \$2300
- 30 dollars, of which \$1,445 were Vendor Fees, and \$918 from Hotdogs and Nacho sales.
- 31 Approximately \$2,363 gross revenue, minus expenses \$671.34 that need to be verified, the
- 32 Boutique brought in \$1,691.66. This is the first time we open it up to a variety of inside and
- 33 outside vendors. We are pleased that the hard work paid off so well. Next, we have the
- 34 California School Employees Week (CSEW) Celebration with a budget of \$900 for the week-
- 35 long events. The Rio Hondo College Faculty Association (RHCFA) will provide a sit-down lunch
- 36 for 125 employees on Tuesday, May 28, 2019. We also thought of bringing in a Taco stand like
- 37 we usually do, which would take most of the budget at \$750, leaving us with very little for the
- 38 rest of the week. We would like your opinion. Maybe instead of tacos, we can do hot dogs and
- 39 quesadillas, which would leave money for hourly raffles, or maybe cake and ice cream.
- 40 Whatever you like we will see what we can do to use the funds accordingly through the week.
- 41 After that we have the Decade Dinner scheduled for Thursday, June 20, 2019. Janice has been
- 42 working to keep it under budget and hold it at Swiss Park with a cost \$40 per person with \$25
- 43 paid by member \$15 from the CSEA budget. John Salgado and Jim Sass asked whether or not



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44 the money from the Boutique will make us solvent. Treasurer Bio stated she did not have her
45 books, but we are keeping to the budget to remain in the black and thus solvent. Plus, the
46 fundraiser has been much more than we expected. President Rivera said that we do not need to
47 spend money to celebrate the week. We could do a day of music and have Albert Bretado our
48 Chapter Communications Officer (CCO) taking Staff pictures in their departments. As a matter
49 of fact, we just took a picture of the Grounds Men. We never see them, and now we just had a
50 “sighting”! We could have coffee and donuts on another day. We will do what we can and we
51 will stick to the budget. Janice suggested a Root Beer Float day with coke, root beer, orange
52 soda and ice cream. Corina Jaramillo from Financial Aid stated that we need to consider Vegan
53 members who may need accommodations. Sandra asked her to please educate us by giving us
54 some suggestions on what is appropriate. She said she would send us an email. Frank Garcia
55 joked around by asking that he would like accommodations too, and he would like a steak.
56 Sandra and Janice restated that we will consider all activity ideas and we will stick to the \$900
57 budget for CSEW. Janice took on a serious note to say that to stick to the budget, and to buy
58 only the supplies we need, everyone will need to RSVP online for each event. Reservations will
59 secure your lunch and Walk-Ins will NOT be accepted. No one likes to say No, but not everyone
60 takes their lunch at 11:30 am. If you do not RSVP, it is not fair to those who made a reservation,
61 who show up to lunch at 12:30 pm only to find the food is gone. Take time to RSVP online and
62 come to enjoy CSEW.

63 Lisa Sandoval reported that Jim Sass was honored as the Unsung Hero on May 4th. Jim was
64 nominated for working behind the scenes and does not seek the attention. He does the job
65 well. The event was well attended by members in Area G. There were newly minted Job
66 Stewards, and new chapter members should consider becoming one. Chapter 477 Stewards
67 are Sandra, Lisa and Rowena and the duties are mostly to listen to members’ vent frustrations
68 with supervisors or coworkers, and sometimes those conversations result in fixing a problem.
69 Also, as Job Stewards you learn to Know Your Rights and you can help educate the members.

70 **President’s Report:** President Sandra Rivera thanked everyone who took the time to complete
71 the Staff Development Survey. Jim stated there were about 200 replies campus-wide with
72 about 120 from classified. The results of the survey will serve to provide members with training
73 workshops. We have \$46,000 budget just for Classified Staff Training and Staff Development.
74 We thank you for your participation. Someone asked where the money came from. Sandra
75 explained this was a legislative mandate. We delayed the use of the money because we had the
76 idea to conduct a Classification Study/Survey costing \$35,000. We do not have contemporary
77 job descriptions, most of them date back to the 1990s. President Dreyfuss she said no after
78 consulting with her Administrators. We are waiting for the new president, and we will take the
79 idea to the Board of Trustees. We will take this to the Administrative Council, and we will keep
80 pushing with the new president. Since Monika Acosta was at the meeting Sandra asked her
81 about the New Interim Director in Financial Aid. She replied he comes with 30 yrs. of Financial
82 Aid experience at both private and public schools.

83 Sandra continued her report on the Cease & Desist and a Demand to Negotiate letter sent to
84 the District regarding the CDC Aides working out-of-class doing CDC Assistant Teacher duties.
85 A meeting is scheduled with HR on May 16 to negotiate these duties.

86 President Rivera reported that she, Jim and Lisa will attend the [Planning and Fiscal Council](#)
87 (PFC) Meeting regarding [AP 3510](#) Prevention of Workplace Violence and Disruption When
88 presented to HR following the prescribed process in AP 3510, the complaint was denied. When



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89 presented to the PFC the document was returned to CSEA intact, without edits. Three (3) hours
90 before the next PFC meeting on Tuesday, May 7, 2019, we were sent an edited document.
91 Mention of bullying, stalking, intimidation and the definitions of AP 3510 were deleted. CSEA
92 met with Board Member Gary Mendez to say this violation of AP 3510 is now eligible to become
93 another [PERB](#) violation. These are dismal incidents and employees continue to be victimized
94 by these incidents. John Salgado asked if we have the legal means to pursue these serious
95 allegations. Sandra explained PERB is a legal process and there is a high level of legality
96 involved and CSEA has the legal means to follow-through. It is sad that the District does not
97 follow their own Board or Administrative Policy to protect the Classified Staff. Gary Mendez
98 suggested that he could put it on the Board Agenda.

99 **Good of the Order:** There was conversation about the Live-streaming of the Presidential
100 search and that it was not ADA-compliant or closed-captioned to the Public. Let us remember
101 that despite all the dismal incidents at the college, and thanks to Heng Lim our CSEA
102 representative, we have had many successful cases.

103 **Adjournment:** President Rivera adjourned the meeting at **1:05 p.m.**