

California School Employees Association
Chapter 477 – Rio Hondo College
Regular Meeting Minutes
November 26, 2019



Amended & APPROVED

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Call Meeting to Order: President Sandra Rivera called the meeting to order at **12:09pm** with 32 members present.

Pledge of Allegiance: Steven Gonzalez led the Pledge of Allegiance.

Roll Call of Officers: Sandra Rivera, Janice Garcia-Lopez, Angelica Bio, Rowena Mendoza, Lisa Sandoval, Alberto Bretado, Andrea Rivera Ringo & Yolanda Ramirez.

Absent: None

Approval of Minutes: There was a request to postpone the reading and approval of the September and October Minutes to the December meeting. Lisa Sandoval motion to postpone the approval of the Minutes, and John Salgado second the motion. The Minutes will be posted on the CSEA website, as soon as possible.

www.csea477.org

President Rivera switched items 5 and 6 to conduct Nominations for E-Board Members –

President Rivera opened the floor for nominations for all open Executive Board positions. Positions are held for 2 years, and the next term would serve from January 1, 2020 through December 31, 2021. She named each title giving members time to nominate themselves or others for each position.

- President – Hearing none. Sandra Rivera will continue serving as Chapter President.
- 1st Vice President – Hearing none. Lisa Sandoval will continue serving as 1st VP.
- 2nd Vice President – Hearing none. Janice Garcia Lopez will continue serving as 2nd VP.
- Secretary – Maria Carmona-Herrera was nominated in October. President Rivera asked if there were other nominations for the Secretary position. Hearing none, President Rivera Congratulated Maria who without opposition, she now becomes the new Secretary for CSEA Chapter 477. Congratulations Maria!
- Treasurer – Hearing none. Angelica Bio will continue serving as Treasurer.
- According to the newly approved Constitution & Bylaws the title of Chief Job Steward will now be known as Union Steward. President Rivera asked for nominations for Union Steward – Hearing none. Rowena Mendoza will continue serving as Union Steward
- Parliamentarian – There was a nomination by Teresa Martinez to nominate John Salgado for the Parliamentarian position and Karla Bermudez second the nomination. President Rivera stated that since Andrea Rivera Ringo is the incumbent, there will be an Election in December to elect and fill only the Parliamentarian position.
- Sergeant-at-Arms – Hearing none. Steven Gonzalez will continue serving as the Sergeant-at-Arms.
- According to the newly approved Constitution & Bylaws the title of CPRO will now be known as Communications Officer. President Rivera asked for nominations for the Communications Officer – Hearing none. Alberto Bretado will continue serving as the Communications Officer.

President Rivera, restated that when there are no nominations for any of the positions, unless declined, the incumbent will automatically remain in the position and serve for the next two (2) years from January 1, 2020 through December 31, 2021. According to the Constitution & Bylaws (C&B), the incumbent remains in office until the nominee/successor is elected.

45 **Sunshine Proposal** – President Rivera opened the discussion on the Sunshine Proposal, so
46 members can then Vote to Accept or Reject said Proposal. If Accepted the Proposal will be
47 submitted to CSEA’s Field Office to undergo the 610 legal process.
48 She went ahead and explained each proposed item. She explained that the Proposal is very
49 broad and it was drafted based on the results from 102 surveys submitted by dues-paying
50 members.

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52 The Sunshine Proposal covers every Article in the Collective Bargaining Agreement, (CBA).
53 She explained each item in detail, giving the pros and cons. She asked members to get a
54 printed copy of the CBA to read it, understand it, or ask questions.
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- 56 • Article 6 – Wages, and a pay raise, are always primary concerns.
- 57 • Article 7 – A-Days are misinterpreted by new Managers, and we will clarify language.
58 Remember the District has to provide a written 10-Day notice to change your work
59 schedule.
- 60 • Article 8 – Health Benefits, Medical, Dental and Vision, and having some of us uninsured
61 is NOT acceptable. She we can now plan our expenses and use the IRS 125 Flexible
62 Spending. It may be a use it or lose it, but it is pre-tax money. Karla Bermudez stated
63 she learned that \$300 to \$500 can be rolled over to the next year. Sandra said it is worth
64 it instead of shelling out cash money. Plan ahead and use the Flexible spending
65 account.
- 66 • Article 9 – Professional Growth, we still have a balance for this year. Apply.
- 67 • Article 10 – Adding the Holiday to honor Cesar Chavez, which usually falls during the
68 Spring Break, and have it available in lieu of one of the December non-holidays, instead
69 of using vacation or CTO.
- 70 • Article 11 – Vacation amend language add MOU to CBA.
- 71 • Article 13 – Transfers amend language to allow transfers while probation.
- 72 • Article 15 – Evaluations Process and having accurate job descriptions to ensure safety,
73 to request training, tools and equipment to helps us do our jobs better. Lack of a 4 or 9
74 month should not be grounds for termination. CSEA Representative Heng Lim,
75 mentioned wanting to adopt Montebello’s language on this matter.
- 76 • Article 16 – Grievance Procedure. Management using employees to monitor other
77 employees is NOT part of anyone’s job duties. Stop doing management’s job. Increased
78 workload due to AB705 and we are getting more work due to vacant positions not being
79 filled. EEO Committee is working on a new Hiring Process. Many employees are using
80 Bilingual skills and not getting the stipend. Managers deciding on overtime pay or CTO,
81 that is wrong. The employee is the one who agrees to work and the employee should
82 determine if they want pay or CTO. Working from home without an agreement. It is NOT
83 permitted. Employees are being called at home when Off or on Vacation or Sick Leave.
84 That is NOT permitted. We are not On-Call employees, and we do not get paid for
85 working from home. Getting paid for temporary work in higher classification and promote
86 hiring from within. We must remember that it is illegal to hire short term employees while
87 Staff is on maternity leave or for our folks to train others. Improve Transfer opportunities
88 and promoting from within. A-Days Committee is working on prioritizing the list of
89 employees. We are underpaid and unrecognized. Before Bond we had 22 Custodians
90 and now only 16. There are \$25,000 available and we will buy as many A-Days as
91 possible.
- 92 • Article 17 – Layoff and Reemployment. Remove the waiver.
- 93 • Article 19 – Zipper Clause. Heng explained that it is currently one-sided and we would
94 like to make it two-sided or remove it altogether. Examples given were that if we want to

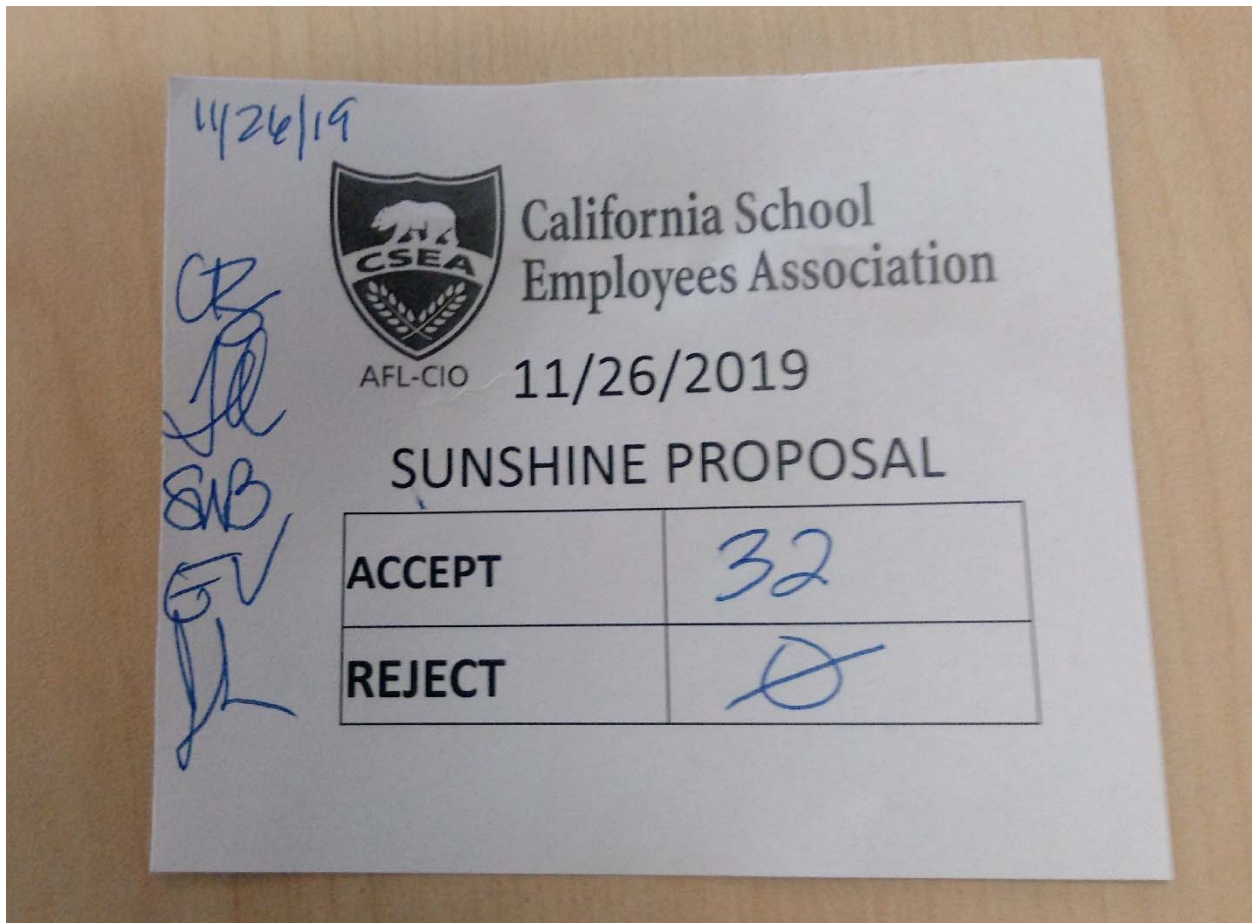
95 table items, District does not have to agree. CBA closes for one party instead of both
96 parties. Removing the Zipper Clause would mean that both parties can open or close
97 anything anytime, instead, now we cannot reopen salary when closed.
98

99 President Rivera said we had only 10 minutes for members to Vote on the Sunshine Proposal.
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101 **Adjournment:** President Rivera adjourned the meeting at **1:00 p.m.**

102 **Thank you to our Tellers who counted the Votes:** Jim Saas, Teresa Martinez, Sylvia
103 Viramontes Bunday, Eliana Valdes, and Carissa Bateman.

104 The Sunshine Proposal was accepted by the members with 32 votes. We will send the initial
105 proposal to the President's office for placement in the December Board Agenda.



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