



Chapter 707 Newsletter

February 2024 Issue

Chapter Meeting
Wednesday March 13th @12pm
Zoom link to be sent out

Your E-Board

- President:
Colleen Parsons
- 1st Vice President:
Julie Bennett
- 2nd Vice President:
Laura Sahagun
- Chief Job Steward:
Vacant
- Political Action Chair:
Karla GarciaGarduno
- Site Rep
Coordinator:
Rocio Zumbado
- Treasurer:
Irene Bauza
- Secretary:
Alex DeCosta
- Public Relations
Coordinator:
Ondrea Mesquita
- Labor Relations Rep:
Ramon Gomez

**“People will forget what you
said, people will forget what
you did, but people will
never forget how you made
them feel.”
-Maya Angelou**



Personnel Commission

The Personnel Commission proudly welcomes Debera Nix as their newest specialist, bringing with her nearly two decades of civil service experience, with a remarkable fifteen years dedicated to Human Resources. In her role, Ms. Nix will spearhead the recruitment process for future CSEA employees. At the recent meeting, it was announced that the final rules and regulations, approved by the commission on November 1, 2023, would be presented at the February 13th Governing Board meeting.

The forthcoming transition of duties and responsibilities from Human Resources to the Personnel Commission is scheduled to commence on February 20th, 2024. This transition excludes positions already publicly posted with established hiring committees. Informational meetings and presentations for classified staff at both campuses are in the planning stages, set to begin in late February or early March.

Despite initial resistance from the district due to pending rule ratifications, the commission remains steadfast in its commitment to the transition. Commissioner Mark Regals emphasized the fluid nature of the rules, underscoring the potential for changes at any time and emphasizing that these uncertainties should not impede the move toward merit service.

The commission and e-board acknowledges the need for aligning contract language with merit rules and plans to address discrepancies over time. Notably, the revision of reclassification language is slated for discussion on February 29th. Additionally, Director Kennington is actively seeking a business analyst, with applications closing on February 18th, and written and oral exams scheduled for the week of the 26th. The commission remains dedicated to a seamless transition and continuous improvement in its commitment to merit-based service.

Personnel Commission Meeting

Wednesday March 20, 2024
@5p.m
Location: Grossmont

Happy Valentine's Day

Governing Board Meeting

Tuesday March 12, 2024
@4:15pm
Location: Cuyamaca
Livestream Link:
<https://www.gcccd.edu/gov-erning-board/livestream.html>





CSEA's 98th Annual Conference

This years annual conference will be held July 28th-Aug. 1, 2024 in San Jose, CA. As they do at every conference, delegates will spend the week gathering information, debating resolutions and budgets, and casting votes on behalf of thier chapters back home. We will continue to nominate delegates at our March 13th chapter meeting. Final votes will be held on April 10th. More information to come!



Contract Negotiations

Our first negotiations meeting with the district will take place on February 29th. Initail proposals from both CSEA and the district will be presented at this meeting.



CALL TO ACTION

We are asking that everyone wear blue February 29th to show your support for all CSEA employees and our right to equity!

CSEA Flood Insurance

With current rainstorms and flooding continuing throughout California, it makes sense to add flood insurance coverage to help protect your property. United Insurance Partners is adding affordable Flood insurance policies, now available to CSEA Members. This new affordable add-on option offers members coverage where standard homeowners policies do not, as damage from flooding is often excluded coverage on a homeowners insurance policy.

[Click here for more information.](#)

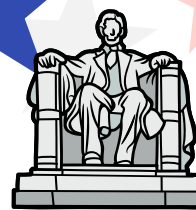
Leadership Academy



This training program provides members with guidance on how to run for appointed or elected local public office within our community.

One example being the elected Governing Board. Having a CSEA member on the board would allow the perspective and input of a classified employee throughout the decision making process. Training will take place May 7-8, with the application deadline being April 2.

[Click here for more information.](#)



KNOW YOUR CONTRACT

CHAPTER 707



ARTICLE 13: HEALTH & SAFETY

“There is a hazardous condition in my department that I feel places myself and my colleagues in imminent danger, what do I do?”

13.5. Refusal to Work under Unsafe Conditions

13.5.1. A bargaining unit member shall have the right, without fear of reprisal, discrimination, or discipline, to refuse to work on a job which the bargaining unit member, reasonably, and in good faith believes places him/her in imminent physical danger or significantly endangers his/her health.

- **13.5.2.** In All Such Cases the Bargaining Unit Member Shall:

13.5.2.1. Immediately report the hazardous condition to the supervisor and explain why there is a danger.

- **13.5.2.2.** Request that the supervisor correct or have removed the hazard or danger.

- **13.5.2.3.** Insure that the refusal is based only on the existence of the hazard.

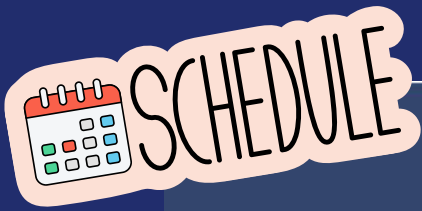
13.5.2.4. Leave the immediate area of danger but may not leave the work site unless directed to do so by the supervisor.

13.5.2.5. Perform alternate duties as assigned prior to removal of the hazard.

13.5.2.6. Perform the job once the hazard is removed.



***“To improve the lives of our members,
students, and community.”***



CSEA CH. 707

2024

CHAPTER MEETING SCHEDULE 12PM - 1PM

January 10

February 14

Nominations for conference delegates

March 13

Nominations for conference delegates

April 10

Election of conference delegates & alternates

May 8

June 12

July 10

August 14

September 11

October 9

Nominations for e-board positions

November 13

Nominations for e-board positions
Nominations closed

December 11

Election of e-board
next-year budget approved

A zoom link will be sent to all members in good standing by the end of day before the meeting



Why should you join CSEA?

Every year, basic cost-of-living raises and pensions are threatened. Your membership in CSEA help to achieve better pay raises, pension security, health insurance, sick leave and many more important benefits we rely on.

- **Better pay and benefits**

Membership strength allows for the negotiation of better pay and benefits

- **Respect in the workplace.**

CSEA believes that if you work hard, you have the right to be treated fairly. Union Stewards, labor representatives, legal staff, and other advocates ensure you are respected in the workplace, and recognized for your contributions.

- **Exclusive member benefits**

CSEA offers a number of money-saving benefits from scholarships, financial services and insurance programs, discounts on theme parks, shopping and more.

- **Training opportunities**

CSEA offers a variety of training programs. This can be from major conferences and events to local workshops and on-demand virtual training.

[Click here to join today!](#)



Join Victory Club!

Join the CSEA victory club for as little as a dollar every month.

These funds are vital in supporting classified friendly candidates running for local, state, and federal offices. funds distributed at the state level are not based on how much we donate, but the number of members who do! [**Click here for more information.**](#)



Employee Benefits

Member student
loan reducer
program

Dependent
scholarships

Member career
grant

Member
reimbursement
subsidy

Union Plus
scholarships

Amusements and
Attractions

Travel

Everyday
discounts

Retirement



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In the event that an issue arises outside of regular working hours, we kindly request that you communicate the matter through email. Please be advised that resolution or further action may be deferred until the subsequent business day. We emphasize the importance of maintaining mutual respect for each other's personal time.