



Chapter 707 Newsletter

April 2024 Issue

Chapter Meeting

Wednesday May 8th @12pm
Zoom link to be sent out

“Those who say it can not be done, should not interrupt those doing it.”

Your E-Board

President:
Colleen Parsons

1st Vice President: Julie
Bennett

2nd Vice President:
Laura Sahagun

Chief Job Steward:
Vacant

Political Action Chair:
Vacant

Site Rep Coordinator:
Rocio Zumbado

Treasurer:
Irene Bauza

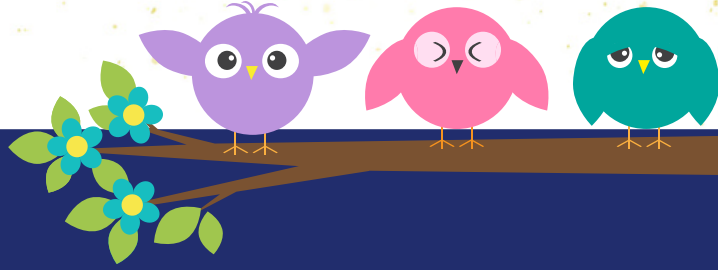
Secretary:
Alex DeCosta

Public Relations
Coordinator: Ondrea
Mesquita

Labor Relations Rep:
Ramon Gomez

Negotiations Update

1. **Salary Increase and Payment:** Big shout out to our negotiations team, Colleen Moreno, Julie Bennett, Michael Allen, Erin Coffey, Kelly Jackson, John Stephens, Ricardo Galicia, and Ramon Gomez! The team has successfully secured a significant increase in the salary schedule, amounting to 7%, effective from July 1, 2023. This increase will reflect in payments as early as May, with the latest disbursement in June. Additionally, there will be a one-time, off-schedule payment equivalent to 3% of total earnings for the period spanning January 1, 2024, through June 30, 2024. This payment will be calculated after the 7% adjustment and will be based on total earnings, not just base pay. It is expected to be disbursed no later than September 2024. However, members terminated for cause, retired, or voluntarily resigned before June 30, 2024, will not be eligible for either the retroactive payment or the one-time 3% payment.
2. **Maintenance of Health Benefits:** The negotiations team has successfully maintained current health benefits until June 2026.
3. **Revisions to Contracts:** With the establishment of the personnel commission, significant revisions have been made to contracts, particularly concerning reclassification language. Most reclassification provisions have been removed, except for specific articles:
 - Article 8.2.1: Outlines the process for recommending reclassification of positions if duties are deemed inappropriate for the current classification.
 - Article 8.2.2: Stipulates action if additional duties are deemed inappropriate, including retroactive out-of-class pay if no action is taken within 30 days.
 - Article 8.2.3: Ensures incumbents will be retained in their positions after reclassification.
 - Article 8.2.4: Specifies placement of incumbents in a new classification with a step at least 5% higher than their previous classification and step.
 - Article 8.5.1: Requires written notification to CSEA Chapter 707 for negotiation purposes if proposing to abolish positions or classifications.
4. **Introduction of Flexible Work Schedules Article (Article 9):** By August 1st of each year, the District will release a Flexible Schedule Calendar, outlining weeks when flexible schedules will revert to a regular 5/8 schedule for all employees (e.g., winter break).
5. **Extension of Collective Bargaining Agreement:** All terms and conditions of the collective bargaining agreement will be extended by one additional year, expiring June 30, 2026. Effective July 1, 2025, each party may reopen two articles of the agreement that do not have fiscal or economic impacts.



Personnel Commission Update

Personnel Commission Analyst Appointment: Director Kennington announced that Ms. Heather Allen has accepted the offer to serve as the Personnel Commission Analyst. Ms. Allen brings over sixteen years of civil service Human Resource experience from the County of San Diego. The Commission is confident in Ms. Allen's ability to transition smoothly to the Merit System.

New Classification Description for Director of Sport Operations (Football): A new classification description for this position was presented for approval. It was a collaborative effort between the PC Director, AA, Jason Allen, and the District. The District requested this position be contracted for 3 years rather than establishing permanency, aligning with similar positions at other higher education institutions. After discussion, the Personnel Commission approved this new classification description with a 2-1 vote.

Concerns Regarding Workday's Recruitment Capabilities: Director Kennington and her team expressed concerns about Workday's recruitment capabilities meeting the needs of a Merit-based assessment process. Issues identified included lack of segregation and confidentiality, absence of multiple step assessments, and inability to establish eligibility lists, among others. They proposed Neo Gov as an alternative applicant tracking system, highlighting its ability to handle all necessary steps for a merit-based recruitment process. Neo Gov also offers access to a large pool of applicants nationwide through governmentjobs.com, the largest public sector-specific job board in the United States. Despite the District's desire to continue using Workday and assurances from the IT department, frustration was expressed by commissioners regarding the delay in meeting technical requirements. Ultimately, the advantages of Neo Gov were recognized, and it was voted to implement Neo Gov as the new applicant tracking system.

Personnel Commission Meeting

Wednesday May 1, 2024
@5p.m
Location: Grossmont



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

DID YOU KNOW?

CHAPTER 707



MYTH

Why pay union dues when I get the benefits for free?

FACT

CSEA Policy 104 states:

104 SERVICES AND BENEFITS BARRED FOR NONMEMBERS AND LAST-SECOND MEMBERS 34 Adopted January 2018 – Revised August 2023

1. CSEA shall provide no representational services or legal assistance payments to workers who are nonmembers or Last-Second Members (as defined below), except to the extent CSEA is affirmatively required by law to provide such services or benefits, unless such services or benefits are separately approved by the Board of Directors.

2. “Last-Second Members” are defined as follows:

Any member who has been in the bargaining unit for more than six (6) months and who was not a member at least thirty (30) calendar days prior to needing representational services or legal assistance payments, unless:

.01 At the time they seek a members-only representational services or legal assistance payments they pay to CSEA its estimated cost for providing the requested representational services or legal assistance payments, minus a credit for dues already paid; AND

.02 They have agreed in advance to pay dues for the next year via agreement for irrevocable payroll deduction for such year (and via credit card and/or bank account deduction if they leave the job during the year).



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

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.](#)





UNITED WE BARGAIN



DIVIDED WE BEG



Want to get involved but don't know where to start? Here are some great ideas!

BECOME A STEWARD

Union Stewards work closely with elected chapter leaders and CSEA staff to protect employee rights under the negotiated contract and laws that protect our members. Oftentimes, Union Stewards are the first line of representation for members. The Union Steward educates members on their rights and work to ensure respect and fairness in the workplace.



SITE REPRESENTATIVE

From keeping existing members in the know to fostering relationships with potential members, Site Representatives are the eyes and ears of CSEA at the worksite. When classified staff want to understand how CSEA's different services and resources constitute a labor union, they turn to Site Reps who can help guide them.

MEMBERSHIP UNITY PROGRAM

CSEA's Membership Unity Program (MUP) helps participating chapters increase strength and unity by providing training and motivation for chapter activists. MUP trains teams of chapter leaders on how to build the power of their chapters by applying organizing skills to increase member participation in crucial chapter activities.



COMMUNICATIONS ACADEMY

Successful CSEA regions and chapters rely on effective communications with members. Take your local communications program to the next level and learn how to create engaging newsletters, email, social media and online content at CSEA's Communications Academy.

Employee Benefits

Member student loan
reducer

Dependent
scholarships

Member career
grant

Member
reimbursement
subsidy

Union Plus
scholarships

Amusements and
Attractions

Travel

Everyday discounts

Retirement



CONTACT
US

619.644.7594

colleen.parsons@gcccd.edu

julie.bennett@gcccd.edu

laura.sahagun@gcccd.edu

irene.bauza@gcccd.edu

alex.decosta@gcccd.edu

ondrea_mesquita@gcccd.edu

rocio.zumbado@gcccd.edu

RGOMEZ@CSEA.COM

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.