

HELLO
Friends!

Let's give a warm
GIANT welcome to the
amazing new staff
who joined our family
last month!



**Seng
Saechao-
Miller**

she/her
Instructional Assistant,
Lab Setting



Ana Perez

she/her
District Police Officer



Mari Dedon

she/her
Administrative
Assistant, LRC



**SPREAD
THE LOVE** OR **SHARE
THE JOY**

Two green heart outlines, one to the left and one to the right of the text.

Have a coworker (or maybe a group of coworkers) that you would love to recognize? Do they go above and beyond for students? Are they an uplifting motivator to their peers? Let us give them a shout out and recognize that!

Or maybe you have a recent achievement or milestone you'd like to share with our community of classified employees? New babies, degree completions, engagements, marriages, professional awards and recognitions - we want to share in your joy. Let us know!

PROFESSIONAL TIP

Earning skills certificates and listing them on your resume can be an effective way to give yourself a competitive edge over other applicants for a position. It highlights your abilities and shows employers that you're willing to continue to learn and go the extra mile to get the job done. Certifications give employers an extra guarantee that you are an employee that knows what they are doing and has the professional experience to meet their needs.

PERSONAL TIP

If you struggle with food craving throughout the day and the incessant snacking that comes with it, there are some small steps you can take to help. Making sure that the meals you eat have adequate calories and are nutrient-dense can help to stave off hunger in-between. Avoid fad diets or anything overly restrictive and do your best not to let yourself get overly hungry before a meal. These can all help with the over-snacking in your day.

CSEA'S JUNETEENTH LAWSUIT PASSES MAJOR HURDLE IN COURT

From CSEA General Information Bulletin 25-23:

CSEA's lawsuit against 292 districts for refusing to provide the Juneteenth holiday passed a major hurdle this past week: the trial court denied the motion to dismiss filed by the lead defendants in the case.

These defendants had argued that CSEA's claims were misinterpreting the Ed Code holiday statutes (which say that future holidays "appointed by the President" must be extended to classified). Defendants also contended that CSEA lacked standing to sue, that CSEA was obliged to include as additional plaintiffs all 292 individual chapters, and that CSEA was obliged to first use the grievance procedure of all 292 labor agreements before it could sue the districts. The Court rejected all these arguments. Copies of the ruling are posted on the CSEA website.

The next step in the case will be for the Alameda Superior Court judge to hear CSEA's motion to grant relief to all its members adversely impacted by these districts' interpretation of the holiday statute. This hearing has not yet been set but is expected to be in early fall this year.

The lead defendants are Alameda USD, Palo Alto USD, State Center CCD, Foothill-De Anza CCD, and Mt Diablo USD. Please join CSEA in extending thanks to the chapters at these districts for courageously standing up to misguided district officials.

COLA STILL SITTING HIGH AFTER MAY REVISE

From the CSEA Governmental Relations Office: "Governor Newsom released his May Revision [May 12th, 2023]. Despite revenue declines leading to an increased budget deficit, the May Revision largely maintains funding commitments to public education with a 8.22% cost-of-living adjustment (COLA)... This is also not the final budget. It is a proposal from the Governor. The state budget will be finalized in June."

With a negotiated COLA plus 1% raise in July, those numbers are great to see for our chapter members!

CHAPTER 408 CELEBRATES CLASSIFIED SCHOOL EMPLOYEES WEEK FOR FIRST TIME

California has established Classified School Employees Week in the third full week in May to celebrate the work and dedication put forth by all classified employees. To mark the occasion, Chapter 408 decided to throw our first CSEW Celebration. The week started off strong with Rage Cage, LLC visiting the Visalia campus for classified staff to vent their frustrations by smashing glass objects with safety gear for protection. Several dozen employees made their way out to select their weapon of minor destruction and get out those end-of-year stresses. On Wednesday, certified massage therapists were on the Visalia campus for complimentary 25-minute shoulder massages. Members expressed that they very much enjoyed releasing some muscular tension on the clock. Lastly, Friday was a very busy day! From 8am to 4pm, President Cain released clues on each campus for CSEA members to find tickets corresponding to various CSEA swag prizes. In total, CSEA gave out 17 prizes on each campus, 51 combined. We look forward to continuing this tradition next year!



Amanda Cota, Carolyn Franco, Carlos Cantu, Rosa Romo, and Kinetha Cochran are ready to break stuff!



Madison Dias is excited to rage!



Ashley Martinez with her weapons



Cecilia Jimenez and Cassandra Garcia-Quiroz await their turn



Osiris Deleon was eager for her chance to smash bottles



Gisela Aguirre smiling for the camera



Vanessa Ramirez and Rosa Fagundes getting out some food services frustrations



Ashley Jaramillo was ready for her rage cage slot

GIANT STAFF MEMBER OF THE MONTH:

Regina Trevino



- **Classification:** Registration Coordinator
- **Office/Department:** Admissions and Records
- **Main Campus:** Visalia
- **How long have you been at COS?** Started as student worker in counseling in 2004, classified full time in 2006
- **Have you held any other classifications at COS?** 2004 student worker for Counseling, 2006 Admissions and Records Technician, 2010 Registration Coordinator
- **Are you involved with any committees or clubs on campus?** AB 1705 (previously AB 705 Taskforce), Calendar Committee, Catalog Committee, CSEA Negotiations Committee, PACE Committee
- **Are you also a faculty member?** What do you teach and for how long? Yes, started as an adjunct counselor in 2018. Also, I started teaching Counseling 10 this past spring semester.
- **Would you describe yourself as an introvert or an extrovert?** Definitely an introvert.
- **What's the best way to spend a free weekend?** Playing games with my kids, gardening, photography (not being in the pictures but taking them), custom crafts
- **What is your favorite holiday and why?** Christmas, it's the best time of the year!!!
- **Who was your childhood celebrity crush?** Didn't have one, didn't watch much television.
- **You have to sing karaoke. What's your song of choice?** "Can't Stop the Feeling" by Justin Timberlake
- **What is your favorite hot beverage?** White Chocolate Mocha
- **What is the best sandwich?** Turkey and pepper jack cheese with all the veggies
- **What would the title of your autobiography be?** "How Can I Help?"
- **What is your favorite thing about working at COS?** Love working with students and my colleagues; helping them be the best version of themselves.
- **If you had a magic wand, what would you improve for classified staff at COS?** If I had a magic wand, I would make sure each of my colleagues were heard. In many ways, just knowing someone is there for you makes all the difference in the world.



MEET YOUR CSEA 408 EXECUTIVE BOARD

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MASTER AGREEMENT FEATURE

Article 7.8: Compensatory Time Off

7.8.1 A bargaining unit member in the bargaining unit shall have the option to elect to take compensatory time off in lieu of cash compensation for overtime work as defined in Article 7.7. However, no bargaining unit member shall accrue more than 160 overtime hours or 240 regular hours as compensatory time. Compensatory time off shall be granted at the appropriate rate of overtime in accordance with Section 7.7 of this Article.

7.8.2 Compensatory time shall be taken at a time mutually acceptable to the bargaining unit member and the District within 12 months of the date on which it was earned. If such time has not been used within that period, the bargaining unit member must submit a written request to be paid at the appropriate overtime rate or be utilized as paid leave within the next 30 days.

So what does that mean?

If you work over your eight hours in a single day or over your 40 hours in a week, you can opt to bank the resulting overtime as "comp time" to be used in lieu of vacation or sick hours at a later date. Comp time is accrued at time-and-a-half, like overtime compensation would be paid. That means one hour of overtime worked would equal one and a half hours of comp time accrued. However, you cannot bank more than 160 hours of comp time. Additionally, comp time must be used within 12 months of its accrual or the member must select whether to be paid out for the overtime or use the accrued comp time within 30 days.

KNOW YOUR RIGHTS!

Classified employees are entitled to additional sick leave.

Source: Federal Family and Medical Leave Act; California Family Rights Act; Government Code Section 12945.2; California Education Code 88196 (Community College Districts)

- Classified employees, in accordance with their negotiated contract, are entitled to additional sick leave as follows:
 - For a period of up to five months which will run concurrently with accrued sick leave and vacation. Utilization of sick leave during this period results in a salary deduction equal to an amount paid an actual substitute employee to fill your position during your absence (in other words, during this leave you receive the difference between your salary and what a substitute is paid). Another classified employee filling in your assigned hours is not considered a substitute. This leave does not accumulate from year to year. However, if the leave usage began at a time where days will overlap into the next fiscal year, the employee is entitled to only that amount remaining at the end of the fiscal year.
 - For a period of one hundred days (100) of additional sick leave in lieu of the five months described above. Utilization of sick leave during this period generally results in a salary deduction of not more than fifty percent of a classified employee's regular salary (in other words, you receive fifty percent of your salary during this leave). Accumulated sick leave is included in the 100 days, but vacation is not. This leave does not accumulate from year to year. However, if the leave usage began at a time where days will overlap into the next fiscal year, the employee is entitled to a new one hundred days (100) days beginning in the new fiscal year.
- Classified employees may also be entitled to medical leave for a serious health condition as provided by the Federal Family and Medical Leave Act and the California Family Rights Act
- It is recommended that the employee contact the chapter representative and/or Labor Relations Representative in determining which additional sick leave entitlement benefit is applicable.

BENEFITS FEATURE

Schools Solar is the exclusive solar provider for members looking to go green and save money with solar energy. CSEA members and their family can also get a \$600 rebate. There are purchase, lease, and no money down options, as well as a federal tax credit.

Schools Solar is a company committed to providing the best in solar energy to the educational community. All Schools Solar sales representatives are highly trained and every sales representative is licensed with the State of California as a Home Improvement Salesperson.

You can find more information on how to take advantage of this benefit at:
<https://csea.com/member-benefits/>

EDITOR INFORMATION

The PACE Monthly Newsletter is published monthly through collaboration with CSEA and PACE members. All articles are written by the editor unless otherwise noted.

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COS.edu
PACE Page



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NEGOTIATIONS AND GRIEVANCES

Recently, your Chapter Leadership fought on your behalf to accomplish:

...pushing the timeline for hiring custodians to fill long-standing vacancies.

...reviewing reclassification applications for 14 classified staff members.

...improved dental and vision benefits.

...flying a long-empty EOPS specialist vacancy.

As a reminder, the Collective Bargaining Agreement is closed to open negotiations until Summer 2024.

MEET YOUR STEWARDS

These CSEA members have undergone specialized training and are ready to help you navigate issues.

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If you are interested in becoming a Site Representative or Union Steward, please contact your Chapter President.