



AFL-CIO

**STRONGER  
TOGETHER**

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## Important Message from CSEA Association President Ben Valdepena

The Supreme Court recently ruled on one of the most important cases in our union's history. In fact, Janus vs. AFSCME is a game changer for all public employee unions in our nation. This case did not come as a surprise though, and our union has been preparing since before it even began its trek through the legal system. While many of our fellow public employee unions are just gearing up, we have spearheaded legislation that mandates new employee orientation, converted service fee payers to members and built our budget to ensure long-term vitality as an organization.

For most of this year, I have been talking about unity and how it is vital to our success. Unity is important in our work places, at our local chapter level and certainly throughout the state as an association. Though different as we all are, there are powerful values that bind CSEA members together. We all believe that our students are our highest priority and deserve the best learning environment possible, even if our jobs don't put us in direct daily contact with them. And we all believe in fairness. One of the most vital principles in the union movement is that an injury to one is an injury to all. I know that as I travel the state I often hear stories of members who tirelessly fight to ensure that their co-workers are treated fairly. We have been collecting stories from members about why you believe in the union and are committed to CSEA. One of the most common themes is that you saw an injustice and wanted to part of the solution. This is the true meaning of unity!

In just a few weeks we'll

be gathering

in Sacramento for our 92nd Annual Conference. Yet another sign of our strength, commitment and ability to survive the challenges that unions often face is that this is number 92. Imagine that: A union, grown out of the humble beginnings of a few men with a giant vision for creating retirement security for school employees have led us to where we are today. Our theme is fitting: "Building on the Best." We are doing just that. We are building on the best union for classified employees in the nation. Building on a legacy of service, caring and common values. We are building on a desire to not only strive to be the best union for our members, but to be the best union for another 90-plus years. I'm confident that we will achieve that goal. I'm looking forward to meeting all who attend our conference and as the new school year begins, meeting many of you in your chapters and work sites.

In Unity,

Ben Valdepeña, Association President

*"Our Unity Keeps Us Strong"*

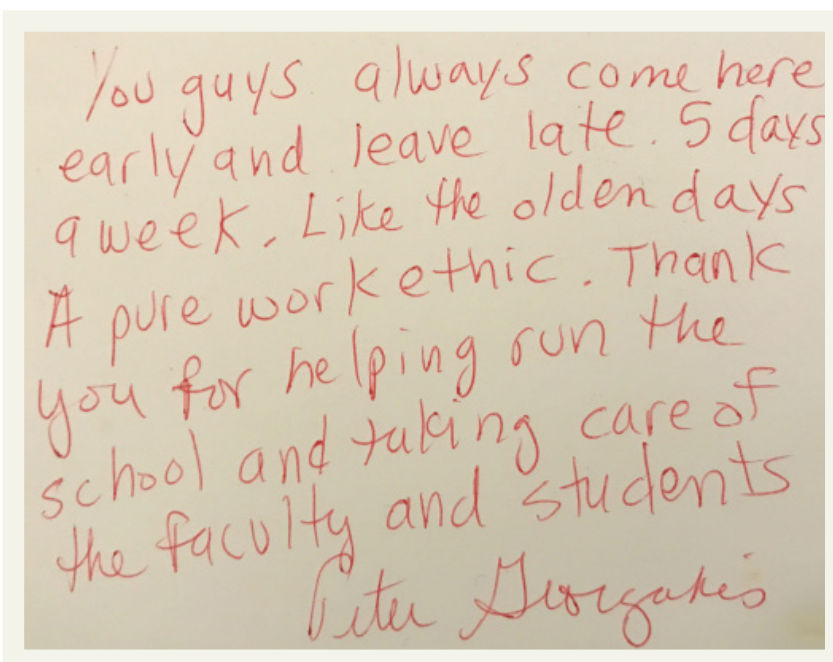
## Celebrating Classified School Employees Week



California's Legislature recognizes the important contributions of classified school employees and named the third full week of May "Classified School Employee Week" (CSEW) to honor these contributions. In addition, the SBCC Board of Trustees also recognizes Classified School Employee Week and the contributions that SBCC Classified staff make to support our students and help make SBCC one of the top community colleges in the nation.

## Giving Thanks to Classified Staff

As part of Classified School Employees Week, the LRC Writing Center had Thank You cards available for employees to send to their classified colleagues. One thank you card got our attention since it was addressed to all classified staff. It is a thank you card from Peter Georgakis who is a full-time faculty member in the Math Department. It reads: "You guys always come here early and leave late, 5 days a week. Like the olden days, a pure work ethic. Thank you for helping run the school and taking care of the faculty and students." - Peter Georgakis. We appreciate Peter's recognition and all of the other thank you cards sent to our classified staff!



# Burrito Breakfast

The 2018 Classified School Employees (CSEW) kicked off with a burrito breakfast on May 22nd in the Pedoti Courtyard. Tasty burittos and funky tunes were a perfect start to the week. There was also an ice-cream social event on May 25th at the Memorial Plaza. We saw a lot of familiar faces and fun times were had. We are looking forward to the 2019 CSEW. The newly formed Membership Committee held its first meeting last week and will be planning next years events. If you are interested in learning more about the CSEA membership committee, and how you can help be a part of the planning process for next years event, please contact Cheryl Brown for more information. We hope to see you next year!





# Burrito Breakfast

*Good music, good food, GREAT people!*



# Ice Cream Social!

*Sweets to the Sweet, My Friend!*



## Staff Spotlight



**Amanda Jacobs**

### Marketing Communications Specialist

In her short time at the college, Marketing Communications Specialist Amanda Jacobs has quickly become a rising star. Hired a little more than a year ago, Amanda's expertise in marketing, social media, web analytics and design has greatly enhanced the college's storytelling and messaging efforts — to audiences ranging from students, to staff, to the Santa Barbara community and beyond.

It's no surprise Amanda tells the SBCC story so well, having attended the college for two years before transferring to California State University, Chico, where she earned a Bachelor's degree in Journalism and Marketing. Born and raised in Goleta, California, Amanda was Features Editor and Editor-in-Chief at SBCC's The Channels newspaper from 2008-2010, where she

honed her writing skills and gained a keen awareness of the workings of the college campus and the Santa Barbara community.

Under the direction of the Executive Director of Public Affairs and Communications, Amanda currently organizes, plans and implements comprehensive marketing strategies and initiatives to meet established enrollment goals and objectives and enhances community understanding of college programs and services. She also serves as backup Public Information Officer for the Office of Communications, oversees its social media campaigns, and manages student workers and photographers. She designed the Annual Report for the 2017-18 school year and worked with a professional videography company to create two high-quality promotional videos for the college's website. Before her employment at City College, she was a Marketing Coordinator, Publicist Assistant, Public Relations and Marketing Manager, at Inogen, CSU, Chico's School of the Arts and Mission Web Marketing.

Most of all and by all accounts, Amanda is a delight to work with and an asset to the many teams and committees on which she participates. In her spare time she loves to cook with her fiancé Bryson (a professional chef), spend time with her close family, hang out at the beach and paint with watercolors.

Amanda is not only a huge asset to the SBCC community, she is also a success story. And we're all glad she's here!

## Contract Negotiations Update

As you know, contract negotiations have begun. We have a solid team of classified staff on our CSEA negotiations team, they are: Liz Auchincloss, Carlos Macias, Loren Mindell, Mary Saragosa, and Jason Thornell.

We are grateful to them and their efforts to advocate for classified staff here at SBCC. Mark Moore, our CSEA Labor Relations Representative, is also participating in all negotiations with the district.

CSEA and the district participate in interest based bargaining negotiations. Interest based bargaining means that two different groups who are in negotiations and have shared interests (e.g., success of the college). Keeping these shared interests in mind, both groups work to problem solve and reach a mutual understanding while also getting each other's needs/requests met (e.g., salary increases, budget). Sometimes the interests of these two groups are the same and other times they oppose one another.

Interest based bargaining works to keep both groups on the same side even when each group's needs differ. Interest based bargaining therefore depends on the premise of mutual respect which requires both groups to agree to ground rules that will be used during negotiations (e.g., no interrupting,). Interest based bargaining techniques are employed help to keep negotiations on track, respectful, and hopefully successful. Both the district and CSEA will be attending interest-based negotiations training.

To date, the CSEA negotiating team and the district have discussed items in Articles 5, Article 7, and Article 9. Negotiations will continue as the CSEA negotiations team and the district work their way through the initial proposal items that shared via email by Liz in June. These items are below.

### Contract Openers from the District:

Article 6 – Compensation  
Article 7 – Hours: Process for Compensatory Time

(Discussed)  
Article 15 – Evaluations  
Article 25 – Incorporating MOU on AB119 – Employee Orientation  
MOU on Reclassification - Clean up language, process revisions (incorporate electronic formats), and consider other clarifying language.

### Contract Openers from CSEA:

Article 1/Recognition  
Article 6/Wages  
Article 9/Vacation  
Article 15/Evaluations  
Article 16/Leaves Provisions  
Article 18/CSEA Rights  
Article 24/Terms  
Appendix B/Health & Welfare Benefits  
Appendix C/Domestic Partners Coverage Procedures  
Appendix D/Evaluation Form  
Salary Schedules/All

We will do our best to keep our members informed about the progress of current contract negotiations. If you would like to ask questions, please contact a member of the negotiations team above.



## 2018 CSEA Conference Report

By Cheryl Brown



Thank you CSEA family for letting me attend the 2018 conference! This is an incredible experience that I hope some of you would consider attending next year. I cannot even begin to describe the energy and pride one feels in being part of one of the biggest union in California particularly after hearing the inspirational speeches and informative symposiums.

During the 2018 CSEA conference, I was able to see a completion of the resolutions that were brought up last year, but referred back to committee for this year; which was very satisfying. Throughout conference, we are introduced to the many committees that are designed to support the different facets of our union; awards (recognition), budget, communication, community college, county of education, legislative, member benefits\*, Merit System, Political Action for Classified Employees (PACE), pre-retirement resource, research/negotiations\*, resolutions, and scholarship.

The conference started on Sunday after seven hours of travel to Sacramento, I attended two symposiums; The Merit committee & Community College symposium. On Monday, we were reminded of how powerful we can be together as we reviewed our legislative influence at the state capital. We learned how crucial it is to stay united in supporting equity and public schools in our state

by voting for those with the same ideals in government. On Tuesday, we finish going over and voting on CSEA resolutions after hearing from the members on how this would impact them and their chapters. It takes a majority vote of the 1800+ delegates at conference to adopt a resolution. We adopted the following: to re-word the CSEA policy mitigating legal obligation of those not part of our union, we incorporated language in CSEA policy for voting online, so now individual chapters can adopt online voting in their bylaws, and having the legislative committee focus on pushing through a bill to allow campus safety classified personnel to get regularly updated training with money the governor has already set aside for this purpose.



The second half of the conference was also packed full with information and resources to help our chapters and membership. On Wednesday, we participated in an education day; I chose to attend classes that were focused on membership, the newest legal topics, the power of communication with members, and on membership recruitment. On Thursday, we finished honoring some incredible altruistic individuals. There was also a space for all attendees to speak up with feedback and gratitude on any topic at Good of the Order event.

The conference was a whirlwind of information including activities, speakers, and classes. It was a great experience where I met new friends and was reminded that we are a union made up of our peers, and with that, I would like to leave you with this final thought from one of our keynote speakers:

“...every day you are awake and alive is another opportunity to make a difference in your life and others.” - Dee Hankins

\*Vacant for our region please go to CSEA.com to apply if interested and to learn more.

## 2018 Conference Resolutions Outcomes

**During the 2018 CSEA Conference, members from all across California were able to vote on six different resolutions that would affect our memberships. Our delegates Cheryl Brown and Loren Mindell had the opportunity to vote on these resolutions. The final outcome of all the resolutions are below.**

### **Passed: Addressing Supreme Court Decision on Service Fees**

Requires amendment to CSEA's Constitution by eliminating the provision that requires service fees language be included in organizational security and agency shop clauses in collective bargaining agreements, and adds a provision defining non-members.

### **Passed: Amended SB 1626 School Security Training**

Requires that the Association sponsor legislation that will amend SB1626 to remove the restriction that does not allow part-time security workers to get training, include up-to-date training in line with current school security standards, require a state agency to monitor the required SB 1626 training, and make SB 1626 a course requiring recertification on an ongoing basis.

### **Defeated: Direct Representation of the Retiree Unit on the CSEA Board of Directors**

Requires that the Elected Chairperson of the Retiree Unit Executive Board assume office on the CSEA Board of Directors with full voice and vote and equal obligations and privileges as other Board members, specifically the Area Directors.

### **Defeated: Stabilize the California State Budget by Reforming Commercial and Industrial Property Taxes**

Requires that the Association pass legislation to reform the current commercial and industrial property tax system and reassess said properties

without affecting the current Proposition 13 protections for homeowners and rental residential properties.

### **Passed: Resolution to be Submitted to CSEA Amending Online Voting Requirements**

Requires amendment to CSEA Policy by removing the requirement that online ballot notices must be mailed, and remove the requirement that members must be given the option to vote by mail instead of by online ballot.

### **Not Presented: CSEA Jurisdiction**

Resolution No. 6 could not be perfected and will not be presented to the Conference delegates.

### **Withdrawn: Supplemental Member Education and Training Fund**

Requires CSEA to create a "Supplemental Member Training Fund."

### **Withdrawn: Retiring Employees Orientation**

Requires that the CSEA seek legislation to require public employers to provide an orientation of the benefits and requirements to retiring and current employees.



Pictured: Loren Mindell, our SBCC CSEA Chapter 289 Delegate commenting on CSEA Conference Resolutions.

## CSEA Works for Members Year Round

As our school year begins, CSEA continues to work to provide better representation, services and benefits to all of us.

With the voice of more than 240,000 members statewide, CSEA successfully increased funding for public education and fought back attacks on our pensions. Thanks to CSEA's advocacy, Gov. Jerry Brown signed a budget over the summer with \$100 million in new funding for programs that benefit classified school employees.

This year's budget earmarks \$50 million for the professional development of classified employees. Another \$50 million will provide matching funds to classified school employees who meet certain income requirements, work less than 12 months a year and choose to defer up to 10 percent of their pay to spread their salary over 12 months.

Besides advocating for education and classified employees in Sacramento, CSEA also implemented new training programs and provided members with financial assistance. During the last year alone, CSEA awarded \$110,000 through its scholarship programs and more than \$145,000 through its humanitarian and disaster relief programs. To find out more about scholarships, financial assistance or the other benefits available to CSEA members, visit [csea.com](http://csea.com) and click on the "Benefits" tab.

As part of CSEA, we can accomplish many more things during the upcoming school year. The anti-union billionaires and organizations who are trying to take away our pensions and outsource our jobs know the power of our unity, so they have begun a campaign urging employees to revoke their union membership. Despite their attacks, together we can ensure classified employees are compensated fairly, respected, protected against unfair treatment and that our pensions, rights and benefits are secure.

## Janus vs. AFSCME

While the Supreme Court's decision in the Janus case is disappointing, it is not a surprise. In fact, CSEA has been preparing for this outcome for years. CSEA was founded more than 90 years ago by a group of school custodians who understood that we have more power as a group than as individuals. That's why, given the choice, more than 91 percent of classified school employees choose to be part of CSEA. We are able to maintain a vibrant and active membership because we are a member-run union focused on what our members care about the most: Improving our schools and strengthening the bonds within our communities to support students. Every CSEA member has a voice, and together we speak up for a better future for California's schools, economy and workforce.

CSEA has a long and proud history of standing up for public education and school employees. Our members know that by joining together, we have the power to make our schools and colleges better, and to protect the income and benefits that our families depend upon.

The Janus decision will not stop us from doing what we do. Together, we will continue to negotiate good contracts, handle grievances, lobby for more education funding and pro-worker legislation, and provide training, scholarships, legal representation, discount programs and humanitarian funds to members in need.

Our union is as important today as it was when it was founded in 1927. Thanks to a membership united by strong core values of commitment, dedication and service to our students, CSEA will remain the best classified employee union in the nation.



## President Beebe's Contract Renewed

President Beebe's contract was renewed for another four years. He will continue in his role as Superintendent President at SBCC until 2022. Congrats to Dr. Beebe, we are happy he will be staying with us at SBCC!

## SBCC Board of Trustee Elections

A total of five Santa Barbara City College Board of Trustee seats are up for re-election this November. See below.

### Area 1-Carpinteria and Montecito

Incumbant: Dr. Peter O. Haslund  
Candidate(s): Gerardo Cornejo

### Area 2 - Goleta

Incumbant: Robert K. Miller  
Candidate(s): Brandon T. Morse

### Area 5-Mission Canyon and Santa Barbara

Incumbant: Marsha S. Croninger  
Candidate(s): Darcel Dawn Elliott, Bonnie Raisin

### Area 6-Isla Vista and Santa Barbara

Incumbant: Jonathan Abboud  
Candidate(s): Running Unopposed

### Area 7-Santa Barbara

Incumbant: Marty Blum  
Candidate(s): Katherine Lee Parker, Daniel Seymour, Laurie Panches

## Register to Vote by Oct. 22nd !

Voting is one of our most important rights and duties, but we must make sure we're registered to vote before we can exercise that right.

The deadline to register to vote in California is 15 days before the election. To vote in the Nov. 6, election, you must register to vote by Oct. 22. If you've never registered to vote, moved, changed your name or political party you must register to be able to vote in this election.

You can pick up a paper application to register to vote at a local public library, post office or DMV office. You may also register to vote online at [registertovote.ca.gov](http://registertovote.ca.gov). This election is important to preserve California's public education system and the rights of classified employees. Don't miss your chance to exercise your right to vote. Register to vote today! For more information visit this link [here](#). Register today!

## Chapter Meeting Minutes

Our chapter meeting minutes are now available online at our SBCC CSEA website by [click here](#).

## Executive Board Officers

*President - Liz Auchincloss*

*Vice President - Cindy Salazar*

*Treasurer - Carlos Macias*

*Secretary - Sherie Higgins*

*Communications Officer - Regina Reese*

*Chief Union Steward - Jason Thornell*

*Site Rep Coordinator - Mary Saragosa*