

THE SBCC BEAT

CSEA CHAPTER 289

March 2018 Newsletter



STRONGER TOGETHER

New Officer Installation

Cindy Salazar swore in the new Executive Board Officers (Jason Thornell, Regina Reese, and Sherie Higgins) at the February chapter meeting. The new officers took an oath to represent CSEA chapter members, the CSEA union, and to uphold the United States Constitution. It also provided the perfect opportunity for a group photo of the entire executive board.



Pictured from left to right: Jason Thornell, Regina Reese, Sherie Higgins, Liz Auchincloss, Cindy Salazar, Mary Saragosa, and Carlos Macias

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Getting to Know the Contract: Article 15 - Evaluations

Liz Auchincloss reviewed Article 15 in the Classified Bargaining Agreement regarding Employee Evaluations and discussed the purpose of evaluations and the evaluation form itself at a granular level. At its most basic level, the Classified Evaluation Form is a training tool for supervisors to engage classified employees in a dialog about their work performance. It also provides an opportunity for supervisors to share positive and corrective feedback within the context of the job and the job duties as they relate to the categories listed on the form.

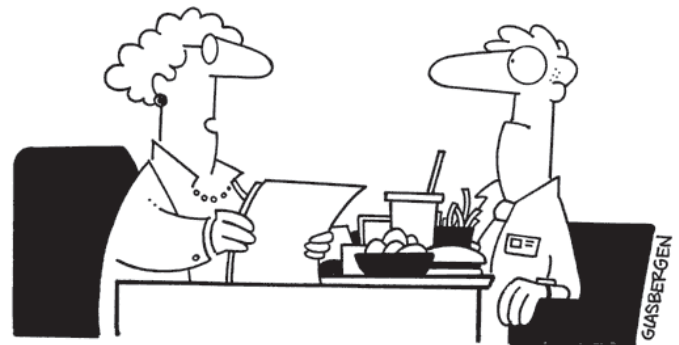
Supervisors can solicit feedback from other classified staff and faculty members, but they are not allowed to join the evaluation meeting itself since it is confidential. Classified employees are asked to sign their completed evaluation but signing the evaluation form does not mean the employee agrees with it. All employees may write a written response to an evaluation within ten days. Employees that require additional time to respond can e-mail a formal request to Human Resources for additional time. Staff members can request to review their personnel file with Human Resources by making an appointment with Human Resources to ensure that every item in their file has been reviewed with him/or her. Every item inside an employee's file should have been reviewed with the employee and therefore have his or her signature. If there are any items that are in the personnel file that the employee does not recognize, the employee should contact the union.

Liz went on to say that Supervisors are required to give evaluations to classified employees at least once per year. Supervisors who do not complete yearly evaluations are now ineligible for the Administrator of the Year Award which may result in supervisors completing evaluations more consistently. Liz reiterated that anything below a "Standard" ranking is considered a negative evaluation and that employees are strongly encouraged to respond to the evaluation in writing. She emphasized that evaluations should not be a tool for discipline. Supervisors should be meeting with employees throughout the year if there

Getting to Know the Contract Cont.

are concerns regarding employee performance and the evaluation meeting should not be the first time concerns are brought to an employee's attention to allow the employee time to improve. She went on further to say that rankings of Marginal or Unsatisfactory must be accompanied with a clear improvement plan so employees have a road map to improve his/or her performance and address concerns that have arisen. Members and Service Fee Payers who have concerns or questions about their rights regarding the evaluation process can reach out to the union for clarification, guidance, and support.

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**"Before we begin your performance review,
I took the liberty of ordering you some comfort food."**

CSEA 92nd Annual Conference

CSEA's 92nd Annual Conference will be held at the Sacramento Convention Center this summer from July 29 to Aug. 2, 2018 with pre-conference activities beginning on Sunday, July 28. Representing their local chapters back home, delegates will gather from all across California. They will vote on resolutions, adopt a budget, present major awards and set the course for the year ahead. In all, more than 2,000 delegates, leaders, staff and guests are expected to attend CSEA's biggest event of the year. In addition to the formally scheduled events, the conference presents members with a unique opportunity to listen and exchange ideas, share problems and solutions, and network with colleagues from around the state.

Unsung Hero Nominations

The Unsung Hero of the Year Award is awarded to a CSEA Chapter member who is recognized for doing work behind the scenes for the union. The Unsung Hero may help with setting up meetings, selling candy, counting votes, and pitches in when no one else will. Attendees to the February chapter meeting had the opportunity to nominate candidates for the Unsung Hero Award. Nominees included Cheryl Brown, Regina Reese, and Mary Saragosa. Members can vote for a winner by secret ballot at the next chapter meeting in March. The winner will be honored at the California School Employees Association event taking place on May 5th at the SBCC Campus Center.

See's Candy Fundraising

See's Candies sales are coming to a department near you! Our chapter earns a small portion from every box of See's Candy that is sold. It's a great gift for family, friends and colleagues. If you plan to sell candy in your department area to support the union fundraising efforts, please request an order form from Jason Thornell via e-mail. All order forms are due back to Jason by Friday, March 16th so that he can deliver the candy orders to sellers by Thursday, March 22nd before the spring break holiday. Jason Thornell and Liz Auchincloss recommend the scotchmellow eggs filled with caramel and marshmallow. Liz says "they're delicious!".



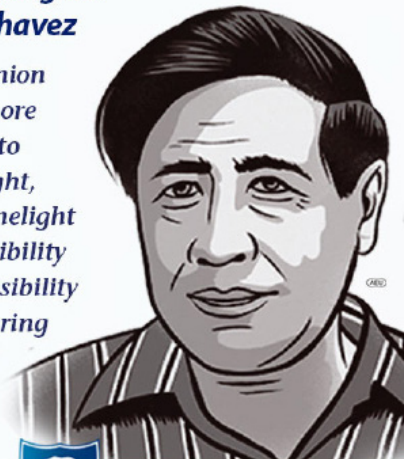
Supreme Court Case: Janus vs. AFSCME

The Supreme court is starting to hear arguments in the court case Janus vs AFSCME which will determine if public sector unions can continue to deduct compulsory service fees from union employee paychecks. The case was brought by a public employee Mark Janus who is not a union member but union service fees are still deducted from his paychecks to cover collective bargaining. The current buzz is that Donald Trump's new Supreme Court appointee, Justice Neil Gorsuch, will cast the deciding vote ruling in favor of Janus which would weaken public unions. The final outcome of the case is forecast to be announced in June of 2018.

California School Employees Association

Join CSEA in celebrating the legacy of Cesar Chavez

"The life of the union depends upon more people getting to share the limelight, because with the limelight also comes responsibility and with the responsibility comes a little sharing of the load."



Executive Board

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

