



AFL-CIO

**STRONGER  
TOGETHER**

## New Officer Installation

At the first chapter meeting of the new year, the chapter officers were installed. The new officers took an oath to represent CSEA chapter members, the CSEA union, and to uphold the United States Constitution. The chapter officers for the 2019 year are:

*President – Liz Auchincloss*

*Treasurer – Carlos Macias*

*Secretary – Sherie Higgins*

*Communications Officer – Regina Reese*

*Chief Union Steward – Jason Thornell*

*Site Rep Coordinator – Beth Taylor-Schott*

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*“Our Unity Keeps Us Strong”*

# Staff Spotlight



## Hong Lieu

**Webmaster**

**Marketing and Communications Department**

Hong Lieu began working as webmaster in Marketing and Communications in December of 2018. As a webmaster, Hong's primary duties are building, revising, and maintaining all of the sites that live on the SBCC website.

Hong received his Bachelor's Degree in Philosophy from California State Polytechnic University San Luis Obispo with a minor in English. Before SBCC, Hong worked in Santa Monica for video game publisher Activision, and then twelve years at the Santa Barbara Public

Library. While at the library, Hong helped start a Makerspace Open Lab, hosted a podcast, and booked local and touring bands to play in the library after hours.

Growing up in the East LA suburb of Monterey Park as the son of Chinese refugees who fled Vietnam in 1980, Hong has seen firsthand how far determination, dedication, and a rigorous work ethic can take you. Additionally, this upbringing in the melting pot that is LA also informs his hobbies. His first non-family shared communities centered around music: first goth, then punk, then hip-hop, then EDM in its peak-PLUR heyday, so even today Hong loves to go see live music.

The abundance of youthful free time and a \$5 a week allowance turned into trips to the comic and/or book store - with a sandwich/burger/taco from some random spot along the bus route or bike ride thrown in for posterity's sake. This led to a lifelong love of reading and trying new restaurants. His fond memories of seeing movies in the theater, back when a matinee was \$3.50, later transitioned to a love of classic cinema from masters like Billy Wilder and Alfred Hitchcock (RIP Filmstruck). His time watching World Cup soccer and the showtime Lakers with his father turned him into the sports junkie he is today (although he gravitates more towards underdogs like the Clippers nowadays).

Hong lives on the westside of Santa Barbara with his wife Nicole and young son Gideon. As a family, they love trips to the beach, hiking, and trying new restaurants. They all hope that a Laksa stall will one day open in Santa Barbara.



# Union Podcast Review

Dear CSEA Chapter 289,

I listened to a podcast recently where I had the opportunity to listen to a very inspirational man. He talked about the benefits of being in a union. Below are a few things that Kooper Caraway said in an in depth podcast, that I thought were particularly interesting and compelling. You can listen to the podcast [here](#).

*"The people in general, working-class people especially are just not consulted. In our economic and political system are not being asked what they want, they are being told what they should want and what they should be happy to get. But what I think makes the most effective organizer is being able and willing to listen."*

*"The political policies whether they are at your school board, Senate or congressional level directly affect you and affect your future, so you have a right to have a say. Same with the policies of your union they affect you and they affect your future... Campaigns and discussions are good for unions, having the debate*

*between different ideas that is good because this creates growth that is healthy..."*

*"There is nothing "cool" about accepting a dictatorship in your office or your workplace... What is cool is standing up for yourself and what is cool is defending yourself, your community and your fellow workers... So sitting down at a table across from your boss and telling your boss you deserve a living wage and you deserve benefits, that is where the power is at. There is nothing cool at accepting you don't have any power because you do!"*

On Jan 3rd, 2018 Kooper Caraway was elected President of the Sioux Falls AFL-CIO, which shares the CSEA logo because of we one of the fifty-five national and international labor unions that is part of this voluntary federation of unions.

By Cheryl Brown  
SBCC FS & SCA Accountant

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## Upcoming CSEA Trainings in SB County

There are a few CSEA trainings in the Santa Barbara area where classified staff can learn about becoming a Union Steward. The list of course offerings is always being updated so to get the most current information, visit the CSEA Training directory here: <https://www.csea.com/web/Training/CSEA-Training-Directory>

If you have questions about the Steward trainings want to register, contact Victoria Tergalstian at (818)502-3843 or (800)834-9959 ext.3843 Email: [vtergalstian@csea.com](mailto:vtergalstian@csea.com)

### Current Training Schedule:

#### Santa Maria

03-02-019 Union Steward Training Level 2-Santa Maria- Santa Maria at 8:30AM - Duration 7 hours

03-16-019 Union Steward Training Level 3-Santa Maria-at 8:30AM - Duration 7 hours

## Attend Our Next Chapter Meeting

In CSEA, you are the union. Our member-governed democracy relies on members to step forward and contribute new ideas and new energy.

Be sure to attend our next chapter meeting to find out how you can play a bigger role on the CSEA team. Not only are chapter meetings open to all members, but all members are encouraged to attend.

SBCC Chapter 289 meetings meet the third Thursday of each month from 12:00pm Noon to 1:00pm. Typically meetings occur in at the Campus Center room CC-223. Stay tuned to your email for emails regarding chapter meetings and agenda items. We look forward to seeing you there!

## Benefits of Membership

CSEA members have access to a wide variety of money-saving benefits that include everything from financial planning and college scholarships to auto, home and supplemental insurance plans. Members also have access to a wide array of discounts on everything from cell phones to amusement park tickets. Put the value of CSEA to work for you! For more information go to: [csea.com/benefits](http://csea.com/benefits)

## Chapter Meeting Highlights for 2/21/19

### Negotiations Update:

The negotiations team continued to meet, but certain issues could not move forward due to the extended absence of the Vice President of Business Services and the more recent absence of the Vice President of Human Resources. These absences have stalled progress on contract negotiations. The issues that will be addressed in the next few negotiations meetings include classified teaching as adjuncts, the evaluation form, and limits on accumulating vacation past the two year limit.

### CSEA Conference:

2019 CSEA Annual Conference will be held from July 28th to August 2nd at the Paris hotel in Las Vegas, Nevada. Members who wish to attend the conference must be nominated (you can nominate yourself) at the March or April Chapter meetings. Members will vote selecting two delegates to attend the conference at the Chapter Meeting in May.

### Classified School Employee's Week (CSEW) Update:

There are two confirmed events for CSEW including a Staff Appreciation Breakfast and an Ice Cream Social. The Membership Committee is working on other events that would take place during the entire CSEW on the main, Wake, and Schott campuses. These events are still in the planning process but include Donuts with Deans, Directors, and Managers, Get to Know Your Campuses, and professional development classes.



# Why I'm In!

By Sally Gill



I hope you've had the chance to read Loren Mindell's response to "Why I'm In" in the September/October issue. If you haven't, I encourage you to check it out [here](#).

Loren explained why all of us should be "in" and how the union – and union solidarity – protects our rights and our jobs. That is something we should never take for granted. I would like to share a personal example how my job was safeguarded by CSEA almost a decade ago, when I held the position of Public Information Specialist for the Continuing Education Division. (Popularly known as "Adult Ed," it was a separate division of the college back then.)

At the beginning of 2010, in the midst of the 2008-2012 California budget crisis, the Chancellor's Office issued a memo instructing all community colleges

to limit class offerings in response to large budget cuts across the state. Priority was given to course offerings in three categories: basic skills, transfer and career technical. Colleges were advised that noncredit classes which were considered recreational, avocational or for personal development – the majority of the Adult Ed classes offered at the time – could continue to be offered but should be offered for a fee that covered the cost of instruction.

When the Continuing Education Division administration set about complying with the Chancellor's Office guidelines, there was tremendous backlash from the Adult Ed students who balked at having to pay for classes that had heretofore been tuition-free. They created petitions and organized scores of people to protest at board meetings with signs and public comments. (A few even came to the Schott campus and harassed some of us working there.)

One of the ideas they promoted was for the college to fire the Continuing Ed staff and let volunteers among the Adult Ed community take over doing our jobs. That's when we got scared. And that's when CSEA stepped in. (Continued on page 6)



# Why I'm In! Continued

The CSEA Labor Representative for our area and our 289 chapter president – knowing Ed code and case law – educated us and stood up for us, making sure everyone was aware that classified staff could not be laid off and replaced by volunteers doing the same work. Dozens of our classified colleagues on main campus showed their support by attending the monthly CSEA meetings and stood in solidarity with us at board meetings.

Eventually the Continuing Education division was reorganized, and while several classified positions were eliminated as a result of the reorganization, the union was there to see that positions on main campus were found for the classified staff members who were affected. To my knowledge, no classified staff members were terminated.

I've often wondered how things would have turned out if we hadn't had the union to educate and support us through the ordeal. The way I see it, it is because of the union that I still have my job with the college – a job which provides me with a great deal of satisfaction as well as a decent living. That's why I'm in.

## Have-A-Heart Month

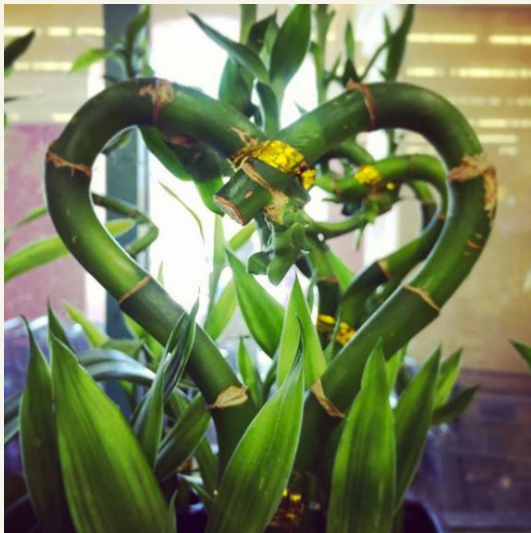


Photo Credit: Regina Reese

When fires devastated California last year leaving many CSEA members homeless, CSEA was quick to provide aid through our Dorothy Bjork Assistance Fund. Now is the time to replenish the fund. February is CSEA's Have-a-Heart Month, a time dedicated to collecting donations for the fund.

The fund subsists on donations, so every dollar counts. Your money will help CSEA members recover from natural disasters, by providing financial assistance for damage not covered by insurance or other relief agencies. The fund can also provide up to \$1,000 in emergency assistance to a member whose primary residence is deemed uninhabitable as the result of a catastrophic event. If a member incurs significant financial hardship due to circumstances beyond their control, including layoff or death in the family, up to \$750 in financial relief is available through the fund.

There are many ways to give to the Assistance Fund, including chapter donations and memorial contributions.

Please send checks payable to the CSEA Assistance Fund, 2045 Lundy Ave., San Jose, CA 95131.

# CSEA's 93rd Annual Conference

July 29 – Aug. 2, 2019  
Paris, Las Vegas

CSEA's 93rd Annual Conference will be held July 29 through Aug. 2, 2019 at the Paris Hotel in Las Vegas. Pre-conference activities will begin 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, elect Association officers, 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.

## **Business Sessions**

All conference delegates are CSEA members who are locally elected or appointed by members of the chapter they are representing. They will spend the week gathering information and casting votes on behalf of their chapter. 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. Delegates will debate and vote on resolutions, which are formally submitted proposals, often written by

local chapters, which determine policies and priorities for the union. Delegates will review the association's budget to ensure members' dues dollars are spent appropriately and with the greatest return to members. The next CSEA budget does not go forward until these members approve it with a majority vote.

## **Awards and Honors**

CSEA will honor its most outstanding members throughout the week with the presentation of several awards, including Life Member and Honor Roll, Members of the Year, Activist of the Year, Communication Awards, Wally Blice (political action), Circle of Stars (Victory Club growth), Humanitarian of the Year and Membership Unity Program (chapter organizing).

## **Education Days**

One of the goals of conference is to provide quality training focused on specific job skills; common issues impacting classified employees; and how to be more involved union activists. Education Days offers a wide selection of workshops, seminars and forums about issues that impact classified employees and education.

## **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 – Beth Taylor- Schott*

## **Chapter Meeting Minutes**

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

**Proud  
to be  
Union**



AFL-CIO



# How do *you* help students?



## Think about your job and how it impacts students

It's a simple question, and right now, every classified employee needs to be able to answer it. In these tight budget times, the answer is key to preventing cuts to classified services.

Whether you work in the **district office** or the **county office of education**, at a **school site**, **bus yard** or a **community college campus**, your job certainly benefits the students in some way — even if indirectly, such as paying their teachers.

### ARE YOU READY TO DEFEND YOUR JOB?

Take a few minutes now to think about how you would describe that impact to a newspaper reporter — or a school board member.

Why? The next time CSEA asks for classified employees to address board members or answer a reporter's question, you'll be ready to communicate the value of your job to the students, teachers, administrators, parents and ultimately, your community.

And when they ask? *Volunteer to share your answer!*

***Together, we can act to  
save classified services.***

essential  
work

extraordinary  
workers



CLASSIFIED  
SCHOOL  
EMPLOYEES

## California School Employees Association



AFL-CIO

**Fighting  
for you  
on the job,  
helping  
you at  
home**

Be sure to check CSEA Member Benefits (online at [csea.com/store](http://csea.com/store)) and Union Plus before making purchases to see how you can take advantage of these deals.

# TOP-NOTCH representation & more!

## A variety of benefits to CSEA membership

*As a member of the best union for classified employees,* you not only have access to experienced, full-time labor relations representatives, but also a variety of other benefits that will save you money and improve your life.

*As a CSEA member, you automatically receive* a \$5,000 life insurance policy. Since CSEA is a member of the AFL-CIO, you also receive a \$10,000 policy from Union Plus, AFL-CIO's benefit department. That policy doubles if a death occurs on the job, or going to or from work.

**CSEA Member Benefits offers a variety of discounts and exclusive offers, including but not limited to:**

- Free legal advice for personal matters
- Entertainment discounts
- Restaurant discounts
- New and used car buying service
- Scholarships for members and their dependents
- Auto and homeowners coverage
- Assistance with becoming a citizen
- Career grants for members
- Discounts continue after retirement

**And through Union Plus (located online at [unionplus.org](http://unionplus.org)), CSEA members have access to even more discounts and services!**

CSEA