



CSEA Chapter 262
2012 Executive Board

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

January 25, 2012

Tonight’s Agenda reflects that during Closed Session, discussion would take place concerning the status of negotiations for both CSEA Chapters. You will have already reviewed CSEA 262’s latest proposal requesting a 2% salary increase and will have reached a decision by the time of this report. I feel it important, though, that you hear the concerns that have been brought to my attention regarding the status of negotiations over Salaries. As you can tell by the CSEA support tonight, our members are very concerned.

At the August 2011 Board Meeting the Board unanimously approved the Collective Bargaining Agreement with the Faculty Association which included a 2% on-schedule salary increase. The Board commented, even with a reduction in classes offered, the College has experienced an extraordinary increase in the number of students served with no increase in compensation to staff for several years. Additionally, the Board felt salary increases were justified in order to reward employees for their hard work and sacrifices over recent years.

Action Item #3 on tonight’s Board Agenda seeks BOT approval for a 2% on-schedule salary increase for Chapter 651. While Chapter 262 applauds the success of our sister chapter in reaching this TA, our members are deeply disturbed by the apparent division and disparate treatment of classified employees.

Historically Mt. SAC has been a “me-too” campus regarding Salaries and Health and Welfare. Over the past 30 years we have heard from high ranking members of this District that when one group receives an increase ALL groups receive the same increase. This even extended to groups without a Collective Bargaining Agreement. Chapter 651 should receive an on-going salary increase as their contract language clearly states. However, the difference in wording used in Chapter 262’s contract should not be the cause for a deviation from decades of Mt. SAC history. Doing so changes this campus from that of a family whose fortunes rise and fall together, to that of competitors who are pitted against one another. Surely, we do not need that at this critical time.

This new philosophy has left Chapter 262 members with the feeling that their hard work for student success is both unrecognized and unappreciated. It has diminished their sense of “family” at this campus and de-motivates employees who continue to do more with less. Of course this causes a decline in employee morale.

It is my sincere hope that the Board's decision recognizes the valuable contribution Chapter 262 members provide to Mt. SAC and will authorize the District to approve the same on-going 2% salary increase to ALL groups. Further, I hope that the Board believes enough in the equality of their campus family members, to officially codify Mt. SAC's historic parity with ALL constituent groups to avoid future disharmony and misunderstanding.

Thank you and good evening.

Respectfully submitted,

Laura Martinez