



CSEA Chapter 262
2013 Executive Board

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

September 11, 2013

Included on tonight’s Board Agenda on Page 42 of Personnel Transactions is a request for a Temporary Change in Title and Salary for the Director, Equal Employment Opportunities (EEO) Programs. This item is being requested due to the recent failed search for a Director, Human Resources Operations and Employee Services recruitment. It seeks to combine both positions of HR and EEO positions, which are currently Range M17 and increasing the newly created position to a Range M21. On behalf of Chapter 262 members, I have to express our displeasure in this recommendation.

Due to fiscal constraints over recent years, classified vacancies have not always been funded for replacement. Despite the vacancies not being filled the work has not always been reduced and in most cases has increased. This has resulted in some classified staff performing the duties of multiple positions. In some instances, classified staff were offered the opportunity to receive additional compensation for their out-of-class work. Unfortunately, many more were mandated to do this extra work without even the offer of additional compensation. Classified employees have consistently and willingly done what was needed to keep Mt. SAC students well-served and operations running as smoothly as possible. Classified employees continue to do the work because of the pride they take in their jobs and their commitment to students and this organization. In other instances, classified employees think and feel they have no choice but to take on these additional duties out of fear of retaliation or not being viewed as team players.

Please understand CSEA Chapter 262 recognizes these changes have not only affected our bargaining unit, but also most other employee groups as well. We recognize management staff are required to ensure the students we serve receive the best services and resources possible. Our objection is to the District’s continued actions that indicate the work performed by managers is more important and somehow more deserving of additional compensation when additional work is required. The work of classified employees does not receive the same consideration; quite frankly this is an insult.

Over the last several years, I have approached Human Resources and identified unit members who have taken on the work of two or more positions and was repeatedly told, “If your unit members are not doing work above their classification, for which a classification exists, there is no way to compensate them. Unit members will need to await the results of the Koff and Associates

Classification and Compensation Study to determine their job title and the commensurate pay.”

We are not attempting to diminish that a single individual is being asked to perform the duties of two separate positions. Nor are we denying that this should not be required or expected of any individual. We are simply saying - to create a classification for a manager and assign it a higher salary range while denying the same to classified employees in the same situation is disparate treatment.

To be clear, we believe all employees should be fairly compensated for the work they perform. What we don't agree with is setting a double standard that values the work of one group over another.

Therefore, I, on behalf of CSEA Chapter 262, respectfully request the Board not approve this Personnel Transaction.

Respectfully submitted,

Laura Martinez,
President
CSEA Chapter 262