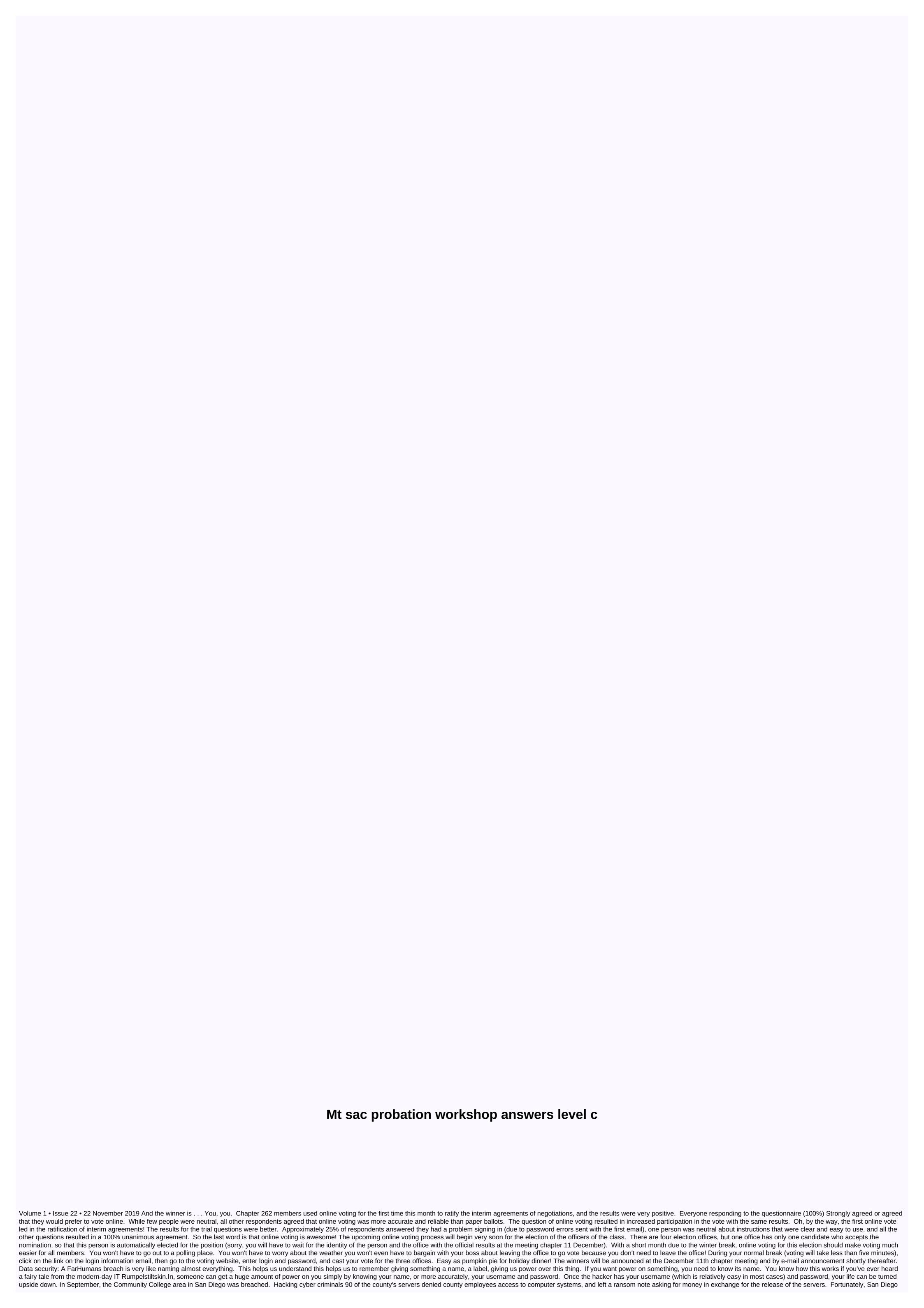
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CCD recovered its systems from backups the night before with little data loss and took action to secure their servers even more. Just last month, in October, Network Solutions was hacked. If you don't know who the network solutions are, they are the organization that first registered domain names or
web addresses. In the early days of the World Wide Web, network solutions were the only recorder for web addresses (such as www.mtsac.edu). With millions of customers worldwide, breaching their data security can steal billions of dollars of identity. Fortunately, hackers were only able to get account
information, but there were no financial records or credit card numbers. This is still far from good news. If this scares you, it should, because in many cases, hackers often have an unwitting ally in getting access - users! Computer users are often the source of breaches, often by accidentally signing up a
fake site designed to look like a bank or some well-known and usually reliable organization, thus giving hackers their usernames and passwords. This practice is sometimes called phishing, and we've seen many of these messages here at Mt. SAC, which is why the I.T. security team put a notice at the
top of messages that come from off campus to alert you to be careful when reading these messages. There is no safe organization. In fact, even our CSEA recently suffered from unauthorized interference, which was briefly explained on November 16 csea board at the minutes meeting. The sad part of
this breach, though, is that the breach was made by a CSEA employee. Although no member information was compromised, the breach was intended to destroy data, not to steal financial information), but the incident makes it clear that data safeguards are necessary for
any organization with servers containing information stored on it that hackers can use. A thorough electronic investigation was conducted, the staff member was terminated and could face criminal prosecution. Which brings us a whole circle to this. To ensure that hackers don't have power over you,
change your passwords often! Do you use the same password to log on to the Mt. SAC network as you do for your home network, smartphone, laptop, and even your ATM? It's very likely that many of you do that first reason that remembering all these passwords for all those systems is difficult enough,
so then we end up using simple passwords that are easy to guess, giving hackers easy access to your data. When Mt. Sack IT staff suggest to you Your password at least once a month, do not use simple passwords such as date of birth, your pet's favorite name, or password (which is still often incredible
used), use strong passwords that use random numbers, letters, capitals, and special characters (such as wgF #*64auuglfSGhb), and use a different password for each system, please do so. Yes, these are difficult to remember, but there are also tools that you can use that will store all your usernames
and passwords for you. Don't let hackers have power over you by learning your name. Don't be rompelstiltskin changing them to strong passwords, and changing them monthly! Falling short in retirement? Planning can help fill the gapBy Beverly
Heisley, CSEA Chapter 262 pre-retirement resources SpecialistDid you know that the average monthly service retirement for school staff is $1688 per month? Saving extra money in plan 403B, Roth 403B or 457 can help ensure your retirement goals are achieved. The contribution limits for 403 b and
403 b and 457 b are also increasing from $19,000 to $19,500 per year in January 2020. You can also contribute an additional $6,500 per year in 2020 if you are at least 50 years old. 403B Compare is a website provided by CalSTRS that contains 403 (B) vendors and fee information as well as general
retirement planning and educational materials - newsletter - facts at a glance 2017-2018 - pre-retirement seminars By Beverley Heasley, CSEA Chapter 262 pre-retirement resource specialistooking for information you need to maximize your pension benefits? CalPERS will present information booklets at
csea's upcoming pre-retirement seminars listed below. Additional information will be provided on social security and the retiree unit of the World Food Security Agency. All seminars are on Saturday from .m 9. to Noon. January 25, 2020 California School of ArtsPerforming Arts Center 1401 Highland
AvenueDuarte, CA 91010Gordon H. Betty Auditorium Elementary School 8201 Country Club DriveBuena Park, CA 90621February 8, 2020CSEA Regional Training CenterSanta Fe Field Office - 2nd Floor 4600 Sina Anita AvenueEl Monte, CA 917311 March 14 2020 Upland Junior High School Mulatrash
Room/Gym444 E. 11th StreetUpland, CA 91786Register online or browse the full list of all upcoming CSEA pre-retirement seminars in: home loan reminderPlease be aware that companies that advertise home loans to CalPERS members or state employees are not directly affiliated or accredited by
Calpers stopped offering home loans in December 2010.
                                                                                                                                                                                                                                 Welcome to Mount Sack: New Classified Professionals at the November 13 Board of
Trustees meeting, welcomed the following new college or promotion of classified staff: Permanent New HiresDaniel Hernandez, Print Services) Donna Rutherford, Chief Print Technician (Print Services) Randy Sanchez, Community Services Officer (Police and Campus
Safety) Promoting Secret Professionals Ramanda James, Fourth Administrative Specialist (Guidance and Guidance) If you see any of these colleagues during your day, provide you with a day of service. Warm welcome, invite them for lunch, show them around, and make them feel welcome. bring them
to the next chapter meeting so they can present themselves. Clean and lighted place on January 1, 2020, a new law comes into effect requiring employers to provide reasonable rest time, a clean, safe, risk-free and private feeding room (or site that meets certain requirements) in addition to access to a
sink and refrigerator close to workspace. Mt employee. While these sites are mostly intended to be available to students, staff will be a limited number, and to the extent that it is a large complex, their limited number and location may not meet the
requirements of staff. Mt. SAC feeding stations will be installed throughout the campus similar to this one at Union Station in Los Angeles. Mt. SAC will also be required to provide access to a sink with running water and a suitable refrigerator for storing milk close to the employee's workspace. If a
refrigerator cannot be provided, Mt. SAC will have to provide another suitable cooling device for milk storage. Even if none of mt. SAC employees are nursing and need a feeding station, Mt. SAC will be required to create these spaces. If the permanent lactation space cannot be created due to
operational, financial or other restrictions, temporary space may be provided, but the space cannot be a bathroom, it must still be close to the employee's work area, and must be private and compliant with this law. Compliance with the law may become a challenge given the size of Mount Sac. With the
law stating that feeding areas must be close to the employee's workspace, it may become necessary to define the closure and workspace. To date, the province has not discussed the issue with Committee 262, nor has it provided any known plans to address the new law. There may also be
consequences for non-compliance. Under the Labor Law Department If the Labor Committee determines that this law has been violated, a $100 certificate can be issued for each day when an employee is deprived of reasonable time or space to express milk. Employers are also prohibited from
terminating work, discriminating or retaliating against an employee for exercising or attempting to exercise residency rights in breastfeeding. The new law will also require Mt. SAC to establish a new board policy and administrative procedures for breastfeeding accommodation and to provide new staff and
staff asking for parental leave or requesting parental leave. The policy should be available to current employees (our policies and procedures are listed on the Board of Trustees web page). The policy must include a statement on the right to apply for a breastfeeding residence, the process by which an
employee applies for such housing, and the employer's obligation to respond to the request. Improving the lives of our members, students and society. CSEA Chapter 262 • 1100 N. Grand Avenue Walnut, CA 91789 • 909.274.6262 • www.csea262.org Darren Stahl, project network manager in the IT
department and long-term Chapter 262 member died of injuries sustained in a motorcycle to work Friday, October 18, 2019. Staal was driving his motorcycle to work Friday morning when he was hit by a car and seriously injured. While being taken to hospital, Darren died of his wounds. He loved riding
motorcycles and often rode to work on Friday when the weather was good. He always called his wife, Cheryl, to check on his condition when he got to work On Friday. His wife was notified by the San Bernardino Sheriff's Office Friday morning. Darren has been working at Mount Sack for more than 30
years. He was a respected member of the IT family and Mount Sack, and he enjoyed his work and the people he worked with. Darren was hired in February 1989 as an educational student laboratory assistant and was soon hired full-time as a computer operator covering the middle of the shift and
eventually a cemetery shift. He was promoted to IT technology and Health. He was also an assistant professor in the Division of Technology and Health. In 2015, Darren was again promoted to network manager
and support for campus-wide network infrastructure that operates in the IT Central Office. In addition to his regular assignments, Darren was also a key IT support technician for Mt. SAC relays, and traveled to the off-campus site to provide technical support to help make the results recording timing and
timing system successful. Darren was also a Mountain SAC graduate. He got a degree in Kobol programming and, in He received his nation from 1984 to 1988 in the U.S. Marines. It was just over a year ago on September 1, 2018, when It
lost a friend and old colleague, Ivovik Ansek, who died of head injuries while riding his off-road bike with his wife and family. Iffiok has worked at Mt. SAC for more than 28 years and has been instrumental in designing, building and updating mt. SAC's network and communication infrastructure. Darren is
survived by his wife Cheryl and son Hunter, who is also currently serving for the U.S. Marine Corps. Additional information will be available upon learning. The CSEA 262 command team extends its deepest condolences to Cheryl, Hunter and the entire Stahl family. The arrival centre translator, Brian
Carr, an hourly sign language interpreter at the arrival center, was seriously injured on August 31 and suffered a broken neck. Brian has already performed several surgeries, but he's still paralyzed from chest to chest. In the coming months, he will need further hospital treatment in addition to
occupational and respiratory treatment. Brian is a graduate of the Mt. SAC interpreter training program and was hired as a trainee translator in 2010. He is one of the main translators on all the disabled and hearing impaired from a camping trip (DHH) as well as appearing in many productions of putting
on visits. His girlfriend of 11 years, Twyla Banks, is also a graduate of the translator program and translator at Mount SAC. As an hourly employee, Brian is not eligible for health benefits and has no health insurance. He will be out of work and he is recovering from this accident. Brian's friends started a
GoFundMe page to help with intensive medical expenses. To date, $40,000 has been raised from the $100,000 target. The money will go to Tuila Banks, Brian's 11-year-old girlfriend, with whom he has been living for the past two years, and since Brian is unable to handle his money, Tuila is interested
in medical expenses. Brian can benefit greatly from any support you can provide. In early October, Brian was transferred to a rehabilitation facility in Pomona. He breathes on his own without a tracheotomy tube, and he has a valve that allows him to talk. His return from his voice helped his spirits. You
can read progress updates or leave a message to Brian on the GoFundMe page, and you can donate to his medical expenses if you wish. Follow this link to Brian's GoFundMe page. Find more updates and visit information there. Nominations for staff members of the chapter will be accepted again at the
20 November chapter meeting. This will end this year's nominations. The Elections will be held in December. The revised Chapter 262 constitution, as you recall, allows for online voting, and this year will be our first election to use the online voting system. During this year's elections, you will be able to
vote online, which should allow more members to participate in the election process than ever before (although we are on average about fifty percent now, which is great!). We are working on this system in time for the december quarter elections. Also new this year is the eliqibility requirements for class
staff. Eligibility requirements for all class staff include: active member of a good permanent memberchapter (note: no employment with MT. SAC) for six calendar months before the month nominated participation at least four chapter meetings within 12 months before the month nominated See the
chapter's website for article IV, Section 3 eligibility requirements and the presentation or download of the revised chapter constitution. Remember that attending class meetings is the release time, but be sure to inform your manager until he or she can ensure that there is coverage in your section. You
are not asked to use your personal time to attend. Welcome to Mount Sack: New classified professionals at the October 9 Board of Trustees meeting, the College welcomed the following new recruiting staff or promoters: AlexVictorandrescu, Chief Technical Officer of Telecommunications Support (IT)
Hanin Sabah G.A., Case Management Coordinator (Student Services) Andrew Franco, Printing Services Technician (Maria Hernandez Figueroa), Coordinator, Project/Program (EOPS/CARE) Dominic Perez, English As An Educational Support (English Language As Assistant) Second language) Randy
Sanchez, Community Services Officer (Police and Campus Safety) Rodolfo Sanchez II, Financial Assistance Specialist (School of Continuing Education) Promoting Professionals Classified dolores Mahan, Coordinator, Deaf and
Hearing Impaired (Deaf and Hearing Impaired Services) Vanessa Olua, Project/Program Specialist (Learning Assistance Center) If you happen to see any of these colleagues during, welcoming, inviting them for lunch, showing them around, making them feel warm. bring them to the next chapter meeting
so they can present themselves. Business Relationships and Steward updates: TreatmentOne's most common complaints cSEA 262 members discuss with union supervisors is about how they are treated by their managers differently from other classified employees, especially when to the disciplinary
process. Hosts are often called up by members who believe they are singled out or treated differently or that the manager plays favorites with some secret staff. At the recent Business Arbitration Conference, the senior labor arbitrator gave a lecture on legal procedure and discussed the disparate
treatment, the principle of due process in which employees are treated equally in a similar situation. The principle of inequality is linked to equity. The question is, is it fair to impose a different penalty on staff members who have the same sovereignty over the same violation? It is the key to answering
whether the treatment is partially different from a similar situation. The term in a similar situation generally means longevity and a work record. For example, two employees work in the same department. One is a newly appointed employee who has worked in the office for a little over a month. The other
is a seasoned veteran employee who has worked for six years in the department. One day they both arrive 15 minutes late for work. The manager explains to the new employee the rules and consequences of late access to work. The veteran
employee is given a verbal reprimand (the lowest level of progressive discipline) for arriving late. Is that fair? Is the veteran employee given mixed treatment is not differentiated because two employees are not in a similar position in that one is a new hiring
under surveillance who may not yet be familiar with all management policies and procedures, and the other is a veteran employee who should already know these policies and procedures. If both hires new, however, the treatment may be uneven. Progressive discipline also takes into account the severity
or consequences of the act. For example, if the new employee is on probation 10 days a month late and other employees have to cover by doing the work that this new employee must do, the severity of the delay increases, as does the consequences. In this case, the risk exceeds the leniency that a
                 ant to a new employee. Is this self-treatment and arbitrary? Not as long as the manager applies the same process to all employees. Some people may think this is unfair, but many cases like this have gone to arbitration, and the judges work largely globally in agreeing that the
circumstances of the violation dictate a much more penalty than the violation itself. There are other factors and exceptions, of course, but mixed treatment. However, if you ever think you're being treated Whether for
violating a rule or just having your vacation requests ignored or rejected, or if you're unsure whether the treatment is unfair, be sure to talk to the host immediately. Explain the circumstances and allow the host to help determine whether you are being treated unfairly and address the issue with the
manager. Legislative updates affecting Mt. SACOn Friday, October 4, 2019, Governor Newsom signed several higher education bills including many that may affect Mt. SAC students and undercover professionals who support these programs. Here are some of these invoices. Details about these
invoices are available on the California Legislative Information Site: Bill 2 - expands access to the California College Promise programs to qualify even if they are not enrolled in the full-time course load. Bill Assembly 5 - Requires Mt. SAC to
prove that workers can meet a three-part test (ABC) in order to be legally classified as independent contractors. This will make it difficult to use contract staff to carry out the work of a confidential bargaining unit. Bill 540 Assembly -- This change the name of Cal Grant B Grant Brogram IncentiveS
Service to California DreamerS Program Incentive Salvagos Service. The bill requires that the organization performed by a student participating in community or volunteer service under the program be established for at least two years before the first date on which the student begins to perform hours of
service to qualify for the program. Bill 943 - Authorizes the use of funding from the California Community College (CCC) student equity program and their achievement of emergency student financial assistance to help students overcome unexpected financial challenges that would prevent them from
completing their studies. Senate Bill 390 - Requires the district to provide during normal working hours the last training developed by the Consumer Affairs Administration for all full-time or part-time campus safety employees. Senate Bill 586 - This law requires the Mt. SAC Council to ensure that the
province's many vocational technical education programs are consulted with the appropriate local workforce development board to ensure that the VET program is in line with regional and state employment needs. California Paraeducator Invest conference in yourself in 2020 with this professional
development opportunity that is open to all CSEA members. It's not just for Pareducators! Classed school staff serves students and other school staff from all job categories across the state attended the Paraeducator conference last
year, a Designed to help you be effective with students. Attend workshops and listen to experts to gain knowledge about the latest industrial standards. Learn about the latest industrial standards. Attend workshops and listen to experts to gain knowledge about the latest industrial standards.
the students, the instructor, the safe person and more. The real effects of your unmeasurable impact, illustrated and enthusiasticed at the 2019 annual conference by keynote speaker Jonathan Mooney (you should watch Mooney's spirited keynote speech by following this link). The conference's success
can be found in the respect, value and pride you feel in your career and the confidence you gain when you take new knowledge and skills to your area and the students you serve. March 17-19, 2020 - Ontario Convention Center, Ontario - only $109 and more recorded at www.csea.com/paraconference to
improve the lives of our members, students and our community, CSEA Chapter 262 • 1100 N. Grand Avenue Walnut, CA 91789 • 909,274,6262 • www.csea262.org Beverly Hesley, CSEA Chapter 262 Pre-Retirement Resource Specialists Work After Retirement seems like a contradiction, however, there
are many reasons why people continue to work after retirement. You may want to work in a different role, choose to work only part-time, or maybe you can't imagine what you're doing without work. Whatever the reason, CalPERS allows work after retirement, but you should keep in mind that there are
specific laws governing the type, timing, and amount of work you can accept after retirement without affecting your pension. If you are a regular service retiree, you can work for any private employer who is not associated with any CalPERS employer without restrictions. The most common type of work
after retirement is as a retired or retired CalPERS employee works as an employee at the will of the CalPERS employer without returning from retirement. If you want to return to your previous employer, or any agency covered by CalPERS, you must wait 180 days after the retirement date before you can
return to work for it. Without exception, the maximum number of hours that may work in the fiscal year (July 1-30 June) is 960 hours. Work must be temporary or alternative and cannot be a permanent position. You will not accumulate any additional service balance or any additional retirement benefits.
There is equal responsibility between you and your employer to ensure that your business is legal and meet the requirements of work after retirement. In addition, there are social security considerations. Typically, if you claim Social Security between the ages of 62 and 67, and you return to work, you
may be subject to the Social Security Administration Retirement Income Test and your benefits may be reduced. You want to learn. Contains a video that provides a basic overview of when and how to return to work after retirement: may also refer to the Employment Post-retirement (. Social Security
provides the following booklet - How does work affect your benefits: you have a question about Calpers' retirement? Contact CSEA 262 Pre-Retirement Resource Specialist Beverly Heisley at bheasley@mtsac.edu.open registration termination. . . You must register now there are only 3 working days to
register for the Health Benefits Plan! If you do not register in a plan by Tuesday, October 15, you will be placed in the bargaining agreement transition to california's self-insured school health benefits plan. If you are currently not signing up and want to continue
unsubscribe, you must also register by filling out the opt-out verification form. Don't forget to make an appointment to see a benefits specialist to send your registration information and make an appointment with an American Fidelity representative to verify your accreditation. Bring the required verification
documents with you to the appointment. All CSEA 262 members must register during the open registration period, even if you are not ready. If you don't select a plan during open registration, the county will enroll you in a one-person plan, which you won't be able to change until your open registration
next year or a qualified life event. If you will cover a spouse and/or any dependent, you must also complete the child verification. You must have the required documents with you when you attend the review with
American Fidelity. If you don't have any dependents and only register yourself in the plan, please contact HR to check if you need an appointment with the American Fidelity. Do not delayed. . . Register today! Local Halloween events make sure you scare! Halloween is coming! You can spend a good
time at a number of theme parks and attractions throughout Southern California, and you don't have to spend an evil amount of cash. Your CSEA member benefits section has dug deals from many parks that feature highly anticipated Halloween events, including Universal Studios' Halloween Horror
Nights, Scary Farm Note, and California Great America Halloween Haunt.Long Pacific Beach Aquarium turns into a Scarium of the Pacific Ocean, where you can discover creatures lurking in the depths of October 26 and 27. It is a scary, educational Halloween event for the whole family with a
children's costume contest, creepy Contest, magic shows, underwater pumpkin carving, scary storytelling, kooky crafts. Scary Farm Nut is the biggest and most halloween haunting experience in Southern California. Featuring a complete converted amusement park 14 mazes and uniquely haunted
landmarks, sinister displays, and more than 1,000 horrific creatures lurking in the fog and hiding in every corner of the park. Knott's Scary Farm is conducted on specific nights and is not recommended for children under the age of 13. For children under the age of 13, however, you can visit Knott Spooky
Farm, a family-friendly Halloween celebration geared towards children aged 3-11. If someone walks past a mirror and doesn't cast a reflection is your most thing, then Buena Parks' Pirate Adventure transmogrifies in Spooktacular Halloween, 'Wamptactes' as you board the evil Captain Sebastian black
pirate ship and join him and his crew as they try to defeat vampire hunter. It's a scary family-friendly and a good time while enjoying a four-course meal so delicious it's scary. To purchase tickets, you can call the CSEA Benefits Office at 866-ITS-CSEA (866-487-2732) to receive tickets by mail. You can
also log on to the CSEA website in and click on the Benefits tab in the top menu, then select Halloween events. Here you will find more attractions with a link to buy tickets online. Tickets are printed right into your home printer ... Scary easy! Professionals classified at the October Board meeting, the
following newly classified professionals have been appointed or promoted: the new permanent hireDaniel Hernandez, print services technician (Printing Services) Amanda James, management specialist IV (quidance and quidance)
if you see any of these colleagues during your day, warmly welcome, invite them to lunch, show them around, and make them feel welcome. bring them to the next chapter meeting so they can present themselves. Resignation (s) Denis Cisneros, Registration Specialist (English as a Second Language).
As of 8/8/19Daniel Hernandez, Printing Services Technician (Printing Services), As 9/30/19 Maria Valdez, Fourth Administrative Specialist (Natural Sciences), as of 9/20/1 9Retirement (s) Kevin House, Public Safety Officer II (Police and Campus Safety), Effective 3/31/20James Friesen, Head of Technical
Services Event (Technical Services), Effective 10/31/19Led CSEA Training Opportunities boasts of providing the training they need to succeed. CSEA staff work together with volunteer members who can teach you everything you need to know, from how to get over the table to how to create a chapter
website. Here are the upcoming training opportunities. All The following is held in Santa in a field office in Monte. The address, phone numbers, and registration link will be found at the following link to the website. You must be registered and logged into the CSEA.COM site to register for training
classes. All workouts are free for members! If you are not a member yet and would like to join, contact anyone on the Executive Board Chapter 262. If you are considering becoming a union steward branch or just want to know more about your rights, CSEA Santa's Field Office offers the host training
series now until November. Host union training dates are listed below. To become a hostess, you need to take all three layers in the system. Other field offices provide training on different dates. If you want to see the full training schedule, click on the link below to the training guide. Contact sffo if you
are interested or talk to Chapter Chair Steward Liz Jauregui via email at chiefsteward@csea262.org or call 909.274.5342.Union Steward Training Level 2 • Saturday, November 23, 2019 8:30am • 6 hours (Thanksgiving is
November). (27) For information or registration, contact the Santa Fe Field Office at 626-258.3315 or 800-988.6949 subsection 3315 or e-mail sfforsyp@csea.com.com many chapter 262 members have asked questions about the impact of student-focused funding formula on CSEA 262 members on the
student-focused formula. CSEA's primary function is to protect your rights and work your bargaining unit. The Agency often accomplishes this through legislation and legislation inspired by decisions submitted by members at the Annual Conference of the Committee. Your leadership in Chapter 262
wishes to submit a resolution at the annual conference directing CSEA to press for improvements in the student-focused funding formula. You can help by submitting questions and concerns that the chapter leadership will use to draft the resolution, which will then be presented to you for ratification and
submission to Conference. You may offer as many questions or concerns as you wish, but please enter only one question or another concern, click the browser update button after sending your reply. Please note that any comments unrelated to SCFF
will be ignored and deleted. To submit a guestion or concern, follow this link to the student-focused funding form class: in doubt, ask for . . . The Federation's agents are here to answer your guestions about our contract, assessments, potential disciplinary issues, or other working conditions. Cases that
are disciplinary or that can lead to discipline should be referred to the chief hosts immediately before discussing anything with your or anyone else for that matter. Personnel issues, such as harassment, bullying, difficulty getting along with someone, and other human relations issues with your manager or,
if you are uncomfortable doing so, should be discussed and human resources. However, if you want the host to accompany you, it can be arranged in most cases. Remember, you can remain anonymous. Workers' compensation cases are not a trade union issue unless there is a violation of the contract,
but union participation is defined by the contract. Don't wait until the last minute to get help. Protect your rights and privacy by always contacting the host slot whenever you have a question or not sure about what to do. If you can't contact the master administrator, you can contact any of the moderators
listed below. Elizabeth Jauregui, Head of Steward 909.274.5342 Ejauregui@mtsac.edu or chiefsteward@csea262.orgMark A. Fernandez@mtsac.edu or cpro@csea262.orgMelissa Androin 909.274.5736 mandrewin@mtsac.eduRobin Cash 909.4 274.6601
rcash2@mtsac.eduk.eduatherineMcDonald 909.274.4959 kmacdonald@mtsac.eduSiteSite your representatives are your go-to members of the site are promising chapter, publishing news and information about the work and separation activities of chapter members throughout campus. Site
representatives also help build and strengthen our membership and separation is often the first contact with the union by a new employees about CSEA membership, distribute CSEA information on the work sites, maintain CSEA bulletin boards, explain CSEA benefit
plans and services, keep members informed of the association's activities and other issues of interest, convey members who have questions or concerns can be directed to Officer. Currently Appropriate Chapter, Your Chapter
262 has more than 20 representatives of the site throughout the campus, a very large number of the list here. For a list of site representatives, their contact information and sites on campus, visit your chapter 262 website by following this link. If you are considering or wishing to volunteer to be a site
representative, please contact chapter site representative coordinator Brandon Gillette at siterep@csea262.org or 909.274.5329. Support students silentlyOn scholarship supplication suppli
members are encouraged to attend because this auction not only provides scholarships to our students, but also funds the Mark Minor Memorial Scholarship. The auction includes items that no one has claimed and that have been left in the lives of lost and found students. If you win your quote, you must
receive your items by 1 pm, and only cash will be accepted. Mark Minor was a secret professional working in the Student Life Office who was diagnosed, fought and beat cancer three times. Unfortunately, he succumbed to a fourth bout with cancer. Mark was a wonderful man who was always optimistic
and positive about life despite his personal difficulties, spreading his positive outlook to his colleagues, managers and principals, especially the students he worked with. The Mark Junior Scholarship is a constant tribute to his long-standing desire to help students improve their lives and achieve their
educational goals. California Paraeducator Invest conference in yourself in 2020 with this professional development opportunity that is open to all CSEA members. It's not just for Pareducators! Classed school staff serves students and this conference helps you do it better. More than 1.300 assistants and
other school staff from all job categories across the country attended the Paraeducator conference last year, which was specifically designed to help you be effective with students. Attend workshops and listen to experts to gain knowledge about the latest industrial standards. Learn about the rights you
have under the law, and networks with other CSEA members. As an employee of a secret school, you are a close associate of the students, the instructor, the safe person and more. The real effects of your unmeasurable impact, illustrated and enthusiasticed at the 2019 annual conference by keynote
speaker Jonathan Mooney (you should watch Mooney's spirited keynote speech by following this link). The conference's success can be found in the respect, value and pride you feel in your career and the confidence you gain when you take new knowledge and skills to your area and the students you
serve. March 17-19, 2020 - Ontario Convention Center, Ontario - Only $109 more and recorded in the times www.csea.com/paraconference are variable, and Mount Sack is not immune to these changes. The new focused student funding formula has created some confusion and some concern about the
amount of funding Mt. SAC will receive under this new formula. It is a work-related concern that can add more pressure to classified professionals who are dedicated to improving the lives of our students and colleagues. The U.S. Department of Labor recently posted on its website (information on
worker-related stress caused by long hours, shifts of work, fatique. These factors often translate into your assessments as underperformance and, in some cases, illness and injury. When union supervisors advise members to work on the rule and not to delay work (especially unimproved work or
unauthorized overtime) and to have the right to a fixed schedule, this advice is focused on ensuring your performance. Irregular working hours disrupt the circadian body rhythm, an internal clock that regulates the wake-up/sleep cycle. Disrupting irregular work schedules
(not necessarily the same time but keeping this time regular) this cycle can contribute to factors that lead to fatigue, poor health, and performance issues. Statistics compiled by the Labor Department show that accident and injury rates are about 20 percent higher during evening shifts and 30 percent
during night shifts than day shifts. Working twelve hours a day is associated with a 37% increased risk of infection. Another study showed that extended seizures increase the risk of reducing accidents by 16%. The lesson here is not that longer transitions are bad but that you have to be aware of how
your body reacts and long hours, irregular transitions, fatigue and what you can do to mitigate these risks. Visit the Department of Labor's website for more information and additional resources or contact our Education Staff Assistance Services (EASE, covered by our Health Benefits Plan, including SISC)
for additional assistance. Support for unions in the 50-year-old Gallup poll gallup poll conducted in August 2019 shows that 64% of Americans approve of unions. This is the highest support for
trade unions has probably recently increased because of relatively good economic conditions and low unemployment. By contrast, the lowest union support rates in Gallup's history came from 2009 to 2012, years of high unemployment following the Great Recession. Gallup also noted a relative decline in
union approval during the bad economic times of the late 1970s and early 1980s. Democrats, independents and Republicans are more likely to view unions now positively than they were at their lowest level a decade ago. It should be noted that since 2009, union approval among each party group has
increased by 16 points, or 17 points. Democrats (82%) Still much more likely than Republicans (45%) to approve unions. Unions are constantly under attack from anti-union organizations, and the latest attack came with the 2018 Janus Supreme Court's decision declaring service fees unconstitutional for
non-union workers. Whether you support unions or not, there's no doubt that the history of unions has improved Life, rights and status of all workers. Unions fought for and won collective bargaining rights, weekends, 40-hour working hours, overtime laws, leave and sick leave, and many other rights and
privileges. If you want to show your support for your union, CSEA has created two posters - one for work and one for home. Open the attached leaflet, print the labels, and display each in the right location. Exercise your right to freedom of expression and support the trade union movement and
remember the words of Dr. Martin Luther King, who said the labor movement was the main force that turned misery and despair into hope and progress. Open registration continues . . . You must register or risk losing interest. All CSEA 262 members must register during the open registration period. If
you don't select a plan during open registration, the county will enroll you in a one-person plan, which you won't be able to change until your open registration next year or a qualified life event. You will have plenty of time to search different plans and ask questions before the open registration ends. If you
will cover a spouse and/or any dependent, you must also complete the child verification forms and make an appointment with the U.S. Fidelity to review the affiliate verification. You must have the required documents with you when you attend the review with American Fidelity. If you don't have any
dependents and only register yourself in the plan, please contact HR to check if you need an appointment with American Fidelity. Also remember that your current health plan, all doctors, medications and treatments have not changed but will end on December 31, 2019. The new medical plans will be
implemented from January 1, 2020. You must receive new health insurance cards and relevant information sometime in December. As with most new things, we may experience some growing pains along the way. Please be the patient (intended pun) during this transitional year. For those of you who
are currently participating in the withdrawal option, you can continue the withdrawal option, but you must submit the forms and fill out the withdrawal option, but you must submit the forms and fill out the withdrawal option, but you must submit the forms and fill out the withdrawal option, but you must submit the forms and fill out the withdrawal option, but you must submit the forms and fill out the withdrawal option, but you must submit the forms and fill out the withdrawal option, but you must submit the forms and fill out the withdrawal option.
benefits specialist for verification and forms. Welcome to Mount SAC: New classified professionals at the September Board meeting, the following newly classified professionals were appointed or promoted: Permanent New HiresBrandon Aponte, IT Support Technician (IT)Robert Bledsoe,
Communications Specialist (Marketing and Communications) Maria Figueroa, Administrative Specialist (Instructions) Christine Romeo, Project/Program
Specialist (Student Services) Susan Vasquez, Senior Administrative Specialist (Safety and Risk Management) PromotionsSangvan Thaysangkram, Third Administrative Specialist (Humanities and Social Sciences) If you happen to see any of these colleagues during your day, make a warm welcome,
invite them to lunch, show them around, and feel welcome. bring them to the next chapter meeting so they can present themselves. This year, CSEA partnered with Central State University to offer classified staff and their family members a bachelor's degree at a very low cost. CSEA members are well
placed (including retirees), their children, grandchildren, spouses or local partners are all eligible for a CSEA student success grant that keeps the cost either free or low. For those who have not yet completed an associate degree, or have fewer than 60 conversion degrees, they can complete those
requirements through the CSEA Free College program and then move to Central State University to complete a bachelor's degree. Family members do not need to be financially supported or to live with the member to be eligible. In order for interested students to be eligible, they must apply for federal
financial assistance and some or all of the grants to pay tuition, e-books, and fees. For Mesquitea members and their families, their maximum annual cost from their own pockets is $4,500, and for many, it will be much, if not zero, of annual costs. For more information on this and other tutorials, visit the
Http://www.csea.com/education.Upcoming Title IX/EEO TrainingEach Month of the Professional and Organizational Development Section (POD) that provides Title IX training (Prevention of Sexual Harassment) and Equal Employment Opportunity (EEO) for anyone participating in employment
committees. The Business Governing Council 262 has the right to appoint a representative to serve on these committees, but the representative must continue to have equal employment training. Here are the training opportunities for this month. Thursday, September 19, 9:00: Title IX Training has a
record in the calendar of professional and organizational development activities (and registration to register. CSEA's upcoming training opportunities are proud to offer members the training they need to succeed. CSEA staff work together with volunteer members who can teach you everything you need
to know, from how to get over the table to how to create a chapter website. Here are the upcoming training opportunities. All training courses are held below at the Santa Fe field office in El Monte. Address, phone A link to register will be found on the website link below. You must be registered and
logged into the CSEA.COM site to register for training classes. All workouts are free for members! If you are not a member yet and would like to join, contact anyone on the Executive Board Chapter 262.If you are considering becoming a union steward branch or just want to know more about your rights,
CSEA Santa's Field Office offers the host training series now until November. Host union training dates are listed below. To become a hostess, you need to take all three layers in the system. Other field offices provide training on different dates. If you want to see the full training schedule, click on the
link below to the training guide. Contact sffo if you are interested or talk to Chapter Chief Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 19, 2019 8:30am • 6 hours Union Steward Training Level 3 • Saturday, October 3 • 
November 23, 2019 8;30am • 6 hours (Thanksgiving is November), 27) For information or to register, contact the Santa Fe Field Office at 626,258,3315 or 800-988,6949 ext. 3315 or email sfforsyp@csea.com, to improve the lives of our members, students and community, CSEA Chapter 262 • 1100 N.
Grand Avenue Walnut, CA 91789 • 909.274.6262 • www.csea262.org today, Friday, August 23, marks the end of summer vacation and the last working day before the start of the fall semester 2019. Friday is Flex Staff Day, so most faculty will return to campus attending their professional growth
workshops as we did last Friday during CPD Day. The beginning of this 2019-20 school year will bring many new changes are significant, such as the Student-Focused Funding Formula (SCFF). This new formula will determine how much money the college receives from the
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state. In the past, funding was primarily dependent on full-time equivalent students and growth. Now, under this new formula, FTEs are only 70 percent of the amount received. The rest is based on the number of converted students, certificates, certificates, certificates awarded, and financial assistance disbursed (for more information about SCFF, follow this link to the California Community Colleges website. Mount Sac is not yet fully aware of the

impact of the new funding formula on the college or the budgeting process. The budget is expected to be very cautious for the impalance in the impact of the new funding formula. It can be said that The change affects CSEA members directly, however, will go from the CalPERS health benefit plan to the SISC Health Benefits Plan. The Office of Human Resources Benefits will very soon launch a new website containing information on the plans, prices and forms for registration. It will also be easier on the benefits site for campus staff groups to find information about their group. Once the site is launched, search for the Chapter 262 logo and click on it. This will link you to specific information will also begin soon. Once the new site is launched, you will be notified by both your Benefits and Driving Office chapter 262. Please note that all CSEA 262 members must register during the open registration period. If you don't select a plan during open registration, the county will enroll you in a one-person plan, which you won't be able to change until your open registration next year or a qualified life event. You will have plenty of time to search different plans and ask questions before the open registration ends. Also remember that your doctors, medications and treatments have not changed but will end on December 31, 2019. The new medical plans will be implemented from January 1, 2020. You must receive new health insurance cards and relevant information sometime in late November or December. As with most new things, we may experience some growing pains along the way. We will succeed together welcome (again) to Mount SAC! A survey of the successor agreement is coming soon as your chapter negotiation team continues to complete the round of negotiations for the year 3 of 2019 (including the transition to SISC health benefits plans), begin preparations for the successor agreement negotiations. Chapter 262 must submit its initial bargaining proposal to the province by the last working day in October. In accordance with the Agency's policy, the negotiating team must survey its members to ascertain what should be negotiated. The refore, the need for a comprehensive and comprehensive review of the current security and security of the united states is a matter of concern. Chapter can negotiate the terms of any article, completely write any article, remove the article, or even create a completely new article. The only requirement is for advisory board 262 to notify the province of what chapter 262 it wishes to negotiate and what the general objective is. For example, we say: Article 16: Assessments. Improving the evaluation process and its format. The leadership and negotiate. As Read through the contract, what do you think you need to improve? Should any articles or provisions be deleted? Do we need to create a whole new article? What does the contract not work well and needs to change? These are some of the questions to consider while considering what you want the Chapter 262 negotiating team to negotiate. Anything reasonable can be negotiated. Look for the poll announcement coming soon. Chapter members will have to ratify the initial proposal at the September or October chapter meeting so that it can be submitted to the province by the end of October. Negotiations will begin by February 2020. SAC: New classified professionals at board meetings July and August, the following ranked professionals have been appointed or promoted: New Permanent Hires Brandon Aponte, IT Support Specialist (Help Desk) Daniel Peromin, Senior Research Analyst (Institutional R Education) Sherry Hollenbeck, Laboratory Assistant - Child Development Control (Business) Jacinta Goscon, Project/Program Specialist (Strong Workforce) Desiree Landros, Specialist Administrator I (Financial Aid) Eric López Blount, Senior Administrative Specialist (Financial Aid) GabrielLe Queroz, Ii Student Services Program Specialist (Student Life) Jaime Rodríguez, Senior Research Analyst (Research and Institutional Effectiveness) Chantelle Sanchez, Senior Administrative Specialist (Center for Child Development) Brenda Tun Ho, Admissions and Specialized Records I () English as a Second Language) PromotionsPriscilla Romero, Finance Specialist (Financial Services) Vivian Ruiz, Administrative Specialist IV (Administrative Specialist IV (Admin the During your day, these colleagues make a warm welcome, invite them to lunch, show them around, and make them feel welcome. bring them to the next chapter meeting so they can present themselves. Representatives of the selection committee are still required. SAC's most important assets are its employees, because without exceptional administrators, managers, faculty, and classifiers, Mt. SAC may also be a parking lot. Exceptional staff ensure that Mt. SAC is up to its mission of providing quality education to the community it serves. You are not only hired to fill a vacancy that you have been hired because you are an extraordinary worker who does basic work. To continue to hire exceptional staff, Mt. SAC and CSEA for Selection Committees. We currently have an urgent need to put six CSEA members on the selection committees! To serve as a Representative of CSEA 262, you must first, of course, be a member of the chapter 262 website and join today. You cannot also be an employee in the same department that appoints the new employee. The College is committed to diversity and equality, so your participation helps the College achieve these goals. Please consider volunteering at a selection committee when you see the ads. For more information or to volunteer on a committee, please contact Marilyn Espina (vp2@csea262.orgor mespina@mtsac.edu). EEOSEA 262's next training requires you to volunteer as a representative of CSEA select committees, but to serve on these committees you should also attend the Selection/Equal Opportunity Committee training over the past two years. If you have not yet received this training, the next available training will be Thursday, September 5th at 2 pm. Please register for professional and organizational development activities (and sign in to register. CSEA's upcoming training opportunities are proud to offer members the training they need to succeed. CSEA staff work together with volunteer members who can teach you everything you need to know, from how to get over the table to how to create a chapter website. Here are the upcoming training opportunities. All training courses are held below at the Santa Fe field office in El Monte. The address, phone numbers, and registration link will be found at the following link to the website. You must be registered and logged into the CSEA.COM site to register for training classes. All workouts are free for members! If you are not a member yet and would like to join, contact anyone on the Executive Board Chapter 262. If you are considering becoming a union steward branch or just want to know more about your rights, CSEA Santa's Field Office offers the host training series now until November. Host union training dates are listed below. To become a hostess, you need to take all three layers in the system. Other field offices provide training on different dates. If you want to see the full training schedule, click on the link below to the training guide. Contact sffo if you are interested or talk to Chapter Chief Steward Liz Jauregui via email at chiefsteward@csea262.org or call 909.274.5342.Union Steward Training Level 1 • Saturday, September 14, 2019 8:30am • 6 hours Union Steward Training Level 2 • Saturday, October 19, 2019 8:30am • 6 hours (Thanksgiving is November). Or to register, call the Santa Fe Field Office at 626.258.3315 or 800-988.6949 ext. 3315 or email sfforsyp@csea.com to improve the lives of our members, students and community. CSEA Chapter 262 • 1100 N. Grand Avenue Walnut, CA 91789 • 909.274.6262 • www.csea262.org the 93rd Annual CSEA Conference continued Wednesday with recognition of retirees and the introduction of life members and honor members and honor members roll. Life Membership is the highest award awarded to CSEA members, students and society. The Honor Award is the second highest award for members who have demonstrated the outstanding achievement of CSEA and its members. This year's honor slate was Issa Wiechmann. More awards were presented during the morning session of Activitst of the Year and Humanity of the Year. During the Humanitarian Awards of the Year, CSEA Bucket passed to the member's fundraising floor for the Dorothy Björk Help Fund. The chapters that were donated to the Fund also had a spokesman for the department submit the dismissal cheque to CSEA and gave a short speech. Your chapter donated \$262 to \$1,000 to the fund and was made by chapter president Robert Stubbe. In a bit of irreverence, a member of CSEA longtime challenged Clark that if she could raise \$1,000 from the ground, she would involve him in a little bit of a masterful. I've raised over \$2,000. A little explanation is needed here. Everything was in good fun because this member was born and raised in South Africa and speaks with a heavy Alabama accent. They raised each other about their accents and did not understand what the other said. Everything was in good fun, and drew exciting cheers and laughter from the delegate's hall. After the lunch break, more member awards were presented to the Communication awards and the MUP (Member Unit Program). The MUP Award is awarded to the chapters that have done the best work to promote their separation and build the Union with a more enlightened and active membership. The Communications wards for Excellence in Communication satin with the best publications, e-newsletters, web pages, and newsletter. Today's session ended with a video entitled In Auspicious showing the names of all the members of the Central Security Agency who have passed through the year since the last annual conference. We have a very CSEA 262 member Iffiok-Obong Nsek, lead telecommunication technician, unfortunately, included. Wednesday's credentials report is: 751 Qualified for the conference, 432 chapters attend the conference 1,627 delegates attend, including delegates, retirees, CSEA staff, and guests photographs of your delegates are available on Instagram, Twitter, and Facebook accounts. Improving the lives of our members, students and society. CSEA Chapter 262 • 1100 N. Grand Avenue Walnut, CA 91789 • 909.274.6262 • www.csea262.org • www.csea262.org

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