



Chapter 470: Updates

June 2021

CSEA 470 Special Elections: Chief Job Steward and Negotiation Team

Under the current election Policy 618, Chapter 470 will offer online balloting for this special election cycle. This Special Election Newsletter contains candidate statements for all the candidates running for elected office.

The candidates for Negotiations team are:

Laura Otero	Lisa Fischler
Belen Gonzales	Jessica Green
Herbert Cortez	

The candidates for Chief Job Steward:

Shawn Pullum
Steve Otero

Voting Period:

CSEA 470 members will have a 2-week window to submit your vote.

The voting period will begin on June 7th and end on June 18th .

Voting Email Submission:

Each member will submit a vote by email to the following email addresses for the respective elections.

A. chiefsteward2021@csea470.com

B. negotiations2021@csea470.com

A. Chief Steward:

i. You can only vote for one (1) candidate so your email will have one (1) name.

B. Negotiation Team:

i. You will vote for three (3) candidates so your email will have three (3) names.

ii. The three (3) candidates with the highest overall totals will be elected to the negotiation team.

Voting Tallies:

At the close of the 2 weeks, Marlene Tapia, 470 Secretary and an appointed CSEA member in good standing will tally the online balloting votes.

If you have any questions, please do not hesitate to ask the CSEA E-Board.



Chapter 470: Updates

June 2021

Candidate: Herbert Cortez
Open position: Negotiating Team

Past experiences:

My Chapter 470 experiences include

1. President of CSEA Chapter 470 2018 - January 2021
2. Negotiation Team Member: Collective Bargaining Agreement 2019-2022 cycle
3. Chapter 470 Steward 2018- current
4. College Planning Council 2018-2020
5. Guided Pathway Lead 2019
6. ACCJC Visit Standard II Group 2019
7. Innovation & Effectiveness Plan member 2019
8. Staff Professional Day speaker – Guided Pathways- 2019
9. Secretary 2016-2018
10. Student Affairs Council 2016-2018

Awards:

1. Golden Bear – Charles Lamb Award from CSEA Area C
2. Political Activist – Award from CSEA Area C

My Statement:

Since my involvement in CSEA in 2016, I have actively advocated for the rights and collective voice of CSEA Chapter 470. My advocacy for the members has open many opportunities for professional growth but it has also led to conflict by upholding our members' rights as outlined in the collective bargaining agreement.

I have been a key member to ensure that we build solid relationships with the President and the Vice President of Human Resources. I have also been a key member to leverage our speaking platform at the Board of Trustee meetings and Hartnell's Shared governance committee meetings. I have worked alongside many CSEA members in advocating for our rights. I am a team player and look for the betterment of the Chapter than my own personal gain. I am asking you to vote for me in the Negotiation Team. I want to continue moving CSEA forward by upholding our CBA and ensuring that our member's working conditions remain safe and effective.

Vote for Herbert!!!





Chapter 470: Updates

June 2021

Candidate: Jess Green

Open position: Negotiating Team

I have worked for Hartnell for almost 5 years and until recently did not have a lot of union involvement. I knew CSEA existed, but I didn't really understand the important role it played. It was just there, in the background. When I became a part of the Negotiations Committee, I fully read our contract all the way through for the first time and realized there is a lot we could and should be fighting for.

As a member of the Negotiations Committee this past year, I helped ratify our CBA and worked on the Study Hall and Student Appointment MOUs. There was a lot of back and forth and compromises with the District, but in the end, we did the best we could to protect and support our membership. Since then, I have been elected Chapter Communications Officer, restarted our Chapter Newsletter, helped organize and implement CSEA week, and led the

Catastrophic Leave Bank Drive to a huge success with over 400 hours donated by members. It has felt amazing getting involved, working with, and getting to know more of our membership. We're a great chapter and I really think we can accomplish amazing things when we work together.

Our negotiations need member stories, institutional knowledge, and a fresh perspective. I feel that I bring the latter to the table. I don't know all the union history, but I am learning as I get more involved. I want to make sure we are getting what we need from the District and that they are following our contract and all MOUs that need to be negotiated. I'm efficient, a quick learner, and I like getting things done and done well.

That is why I am running, and I hope you will vote to send me to our next round of Negotiations. Thank you.





Chapter 470: Updates

June 2021

Candidate: Laura Otero

Open position: Negotiating Team

Hey everyone! I was honored to be nominated for the Negotiations Team, and I hope to have your vote. Previously, I served on the negotiations team for the 2015-18 contract, and here are a few key accomplishments:

- Squared the salary schedule: I found and went after the pay discrepancy to the tenth of 1 percent that resulted in permanent salary increases and back pay for CSEA members
- Teleworking agreement: I co-drafted and incorporated a brand new teleworking article from scratch
- Stopped the District from "Y-rating": the District wanted to allow contract language that would *prevent reclassified members from getting district-wide raises*. We put our foot down as a team and won!
- Bilingual pay: We championed a bilingual stipend and created the initial process for testing and

awarding it to as many members as the District would allow.

Your priorities are my priorities. If elected, I will ensure all CSEA members are surveyed to see what is important to *you*. Then I will fight with the team to get those things into the contract, while sharing updates so you know what's happening at the negotiating table.

Here's how I fight: with budget numbers, other college's contracts, and by giving the District *strategic concessions* so we protect and enhance our working conditions.

Other stats: I have experience on committees, experience negotiating, experience on the eboard, and I'm an experienced and jacketed job steward. I also have a Master's degree with a PhD in progress, which helps me communicate and stand my ground with the District's administrative team for *you*.





Chapter 470: Updates

June 2021

Candidate: Lisa Fischler

Open position: Negotiating Team

Hello to all CSEA Chapter 470 members at Hartnell College,
My name is Lisa Fischler. I am writing to ask for your support because I am running as a candidate for the Negotiations Committee. For your consideration, I'd like to give you the key reasons why I feel I am qualified to run for this position. These key reasons are:

- I have worked at Hartnell since March of 2017, so I have gotten to know the College fairly well
- I have worked as an Academic Support Specialist, running the Panther Learning Lab at the Alisal Campus, so I know Hartnell's diverse students very well, including their hopes, dreams, disappointments, and concerns.
- I have worked with a wide range of administrators, faculty, staff, and students on a number of committees as the CSEA representative, including the Accreditation Committee, job search committees for staff, the Governance

Redesign Committee, and the Completing Students Committee for Guided Pathways, so I have networked and formed connections with the people on these committees.

- In my former career as a tenured faculty member, I taught about, researched, evaluated and analyzed political situations in many countries and cultures while doing my best to provide my students with a wide-range of perspectives and values so they could make independent, informed decisions about politics.
- I have served on the Return to Work Committee of our CSEA chapter since January of this year, so I have actively taken part in the process of creating safe guidelines and Memoranda of Understanding (MOUs) by which we can return to in-person work after June 15, 2021.
- I have worked with the current Negotiations Committee to devise a safe MOU Addendum by which five Student Service Offices could return to work in April 2021.



Chapter 470: Updates

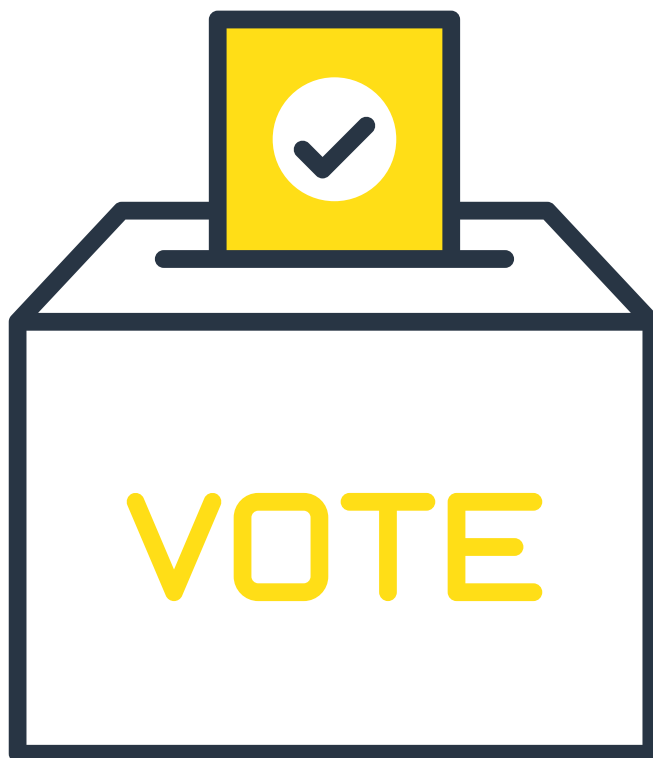
June 2021

Candidate: Lisa Fischler

Open position: Negotiating Team
(cont.)

In addition, I feel that I can serve CSEA well as I am conscientious about representing the diverse views represented by our chapter's members on the topic of return to work. While my personal views are one aspect of this diversity, I am well aware it is not the only one. In addition, I am detail oriented, a critical reader, a well-qualified writer, and a confident speaker. These qualities are all ones I feel are needed to best serve our CSEA chapter as we move toward full-return to work in Spring 2022. For all of these reasons, I would like to ask for your support in my candidacy for a position on the Negotiating Committee.

Thank you so much,
Lisa





Chapter 470: Updates

June 2021

Candidate: Belen Gonzales
Open position: Negotiating Team

I have been a Hartnell CSEA member for the last 16 years. I have worked in various departments and offices on the Main campus, Alisal Campus, and the King City Center. I currently work as the Coordinator of Job & Internship Placement for Career Technical Education at the Alisal Campus. The positions that I have held during my time at Hartnell have been an asset in developing my skills and have provided me the opportunity to engage with members from Student Affairs and Academic Affairs as well as understand the different concerns for those areas as well as for our members who work at different sites.

I have been a CSEA appointee on the College Planning Council, Administrative Services Council, and Accreditation Council as well as served as tri-lead on the Completing Students Team. I am part of the current negotiations team and

appointed to the Professional Development Committee and a member of the Classified Professional Development Subcommittee that created and organized the Classified Leadership Academy. I am a past Vice President and President for our chapter. I have been part of the last two negotiation teams and have experience negotiating directly with district administrators as well as the new addition of negotiating with the district lawyers. For each of these roles, I have brought attention to detail, great communication, and been an advocate for our members.

If re-elected to the negotiations team I will continue to make sure our members' voices are heard and continue to provide transparency in regards to negotiations with regular updates. We made a lot of progress during this last level of negotiations which included pay raises, clearer language, increased supplemental insurance, professional development release time, and most importantly our "Me Too" clause to name a few.



Chapter 470: Updates

June 2021

Candidate: Belen Gonzales

Open position: Negotiating Team
(cont.)

Thank you for all the previous opportunities to represent our membership! I hope to continue gathering your support and your vote to be considered for a seat on the Negotiations Team.





Chapter 470: Updates

June 2021

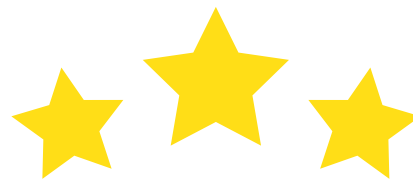
Candidate: Stephen Otero
Open position: Chief Steward

Having worked at Hartnell for more than a decade, I bring both institutional knowledge and union experience as Chief Steward, Steward, Public Relations Officer, Site Representative, Chapter Webmaster, Past President, and Central Labor Council Representative. I also served as a former Political Action Coordinator for the Region, and was recognized by California Legislature Assembly member Louis Alejo for Leadership in organization for promoting a positive change in the community.

I am now running for Chief Job Steward again, and I want your vote.

Being the Chief Steward is not about having all the answers. It's about knowing where to go for those answers. It's knowing that help and resources are not limited to local support. It's going above and beyond to make sure your job

is protected, bringing in every resource that we have access to so that you have the very best, most knowledgeable representation. I'm not afraid to fight for you. I may not always say what you want to hear, but I will always tell you the truth. Vote for me, and I will continue to fight for your rights.





Chapter 470: Updates

June 2021

Candidate: Shawn Pullum

Open position: Chief Steward

We have gone through a lot together since I ran for Communications Officer in 2018. We ratified a contract and multiple MOUs, we saw three Presidents and numerous VPs come and go, we challenged the Board on various occasions, we campaigned for pro-union candidates and elected a CSEA member to the Governing Board of Trustees (with another Board election happening next fall), we worked remotely (and sometimes in-person) through a worldwide pandemic, and we kept the College running while being asked to provide even more support to our students and families.

After all we've gone through, why do I want this role? Because I believe in unions, and in our membership. I want everyone to feel like we have their back, and I want you to know you're not alone, you're already a part of something big. I

want every member of Chapter 470 to feel like the union is on their side, 100% of the time. It's not "the union" or "the chapter," it's "our union," yours and mine. I want our chapter to feel more like a family than some unknown, unknowable organization in the background doing its thing. I will ask how you want to be involved and help come up with ways you can be part of our union.

If elected, I will dedicate myself to building a chapter that emphasizes accountability, equity, and transparency. Not only will I assist members in confidence with their grievances and communicate clearly and frequently about our chapter's progress, but I will also develop a comprehensive job steward and site representative program. If I succeed, it won't just be a few people that have your back, but a whole team. We will be visible, unified, strong, and fair.

An educated membership is an empowered membership. Once we have



Chapter 470: Updates

June 2021

Candidate: Shawn Pullum

Open position: Chief Steward
(cont.)

a steward program, I will facilitate sessions on "Know Your Rights," "Know your Contract," "Ask your Steward," and related topics relevant to all members, and I'll communicate this information via our newsletter and website.

The District must always be aware (and reminded as necessary) that we will enforce the contract. I will work to create productive working relationships with administrators without undermining my responsibilities to you. CSEA members are essential, critical partners in the business of student success, and I will work to ensure that we are treated by the District as equal partners.

Thank you for placing your confidence in me three years ago, and I hope I will earn your vote this time to become your next Chief Steward.



Reminder: Please Vote!!

Please vote for Chief Steward and your Top 3 Negotiation Team members by 06/18/2021.

You can cast your votes by emailing your vote for Chief Steward to:

chiefsteward2021@csea470.com

and emailing your top 3 choices for Negotiation Team to :

negotiations2021@csea470.com

