Shop Stewards Training
By Michael “Chumley” Jordan

This semester, Elaine Armstrong, Jean Ruff and I enrolled in a Shop Stewards Training class through San Diego City College. The class is listed as Labor Studies 122A Shop Steward 1, Saturday’s from 9:00 am to 1:00 pm and took place over 4 Saturdays. This is a hands-on course covering rights and responsibilities of shop stewards. The emphasis is on development of communication, informal problem-solving skills, investigation and preparation of grievances, and interpreting and explaining the contract for the members. The class addresses past and current concerns or issues within the workplace presented by the participants of the class.

We had 14 stewards and members in attendance most of the time, representing public employees like us, as well as private sector and federal employee unions and organizations. Scripps Hospital nurses also had a representative present. We were the only union whose stewards do not handle the grievance procedures, because CCE/AFT Local 4522 has two grievance officers that handle them.

We were shown the many hats a steward wears from defense attorney to counselor to town crier and shown how to solve problems through many different ways. We were shown how important it is to get the Union message out to members and non-members, especially the younger generations who have lived with the benefits of the early labor movement of the 50’s and 60’s. We were taught strategies for organizing and consolidating actions and efforts to accomplish common goals and grievances.

Through role playing we were given practical knowledge of communicating with Supervisors and Managers concerning issues affecting more than just one individual or area and how through organizing and uniting we can make a difference.

The most alarming lesson learned by me was that “we are slowly losing our ability to make a difference in the rights of the American worker now and in the future”.

Calendar of Events
- January 16 – Martin Luther King, Jr. Day
My name is Michael L. Jordan or on campus I am also known as “Chumley”. I am the Telecommunications Systems Technician for the District and I work out of the Information Systems department (IS). I install the analog and digital phones, all of the cable for voice and data systems, the Fiber Optics and copper Network underground systems, and I was the design engineer/consultant for the District’s Network Telecommunications Systems during the infrastructure project. I also have the distinct pleasure on occasions to go into the underground vaults which house all of the Network Telecommunications Systems where some of you may have seen me for the first time. I have worked as a fulltime permanent employee since Aug. 1996 as the only Telecommunications Systems Technician the District has and a Union Brother since the day I stepped on this campus. Prior to working at Palomar I was a communications technician working out of the International Brotherhood of Electrical Workers Union IBEW #569 and the start up Tech. for Johnson Controls HVAC systems at the new Palomar College Library.

I am an avid softball player (was). I like to fish, hunt, and camp in addition to taking great pleasure in coaching youth sports, baseball, softball, football, tennis, and soccer just to name a few. Yes with a name like Michael Jordan I do coach a little B-ball too. I am married to a wonderful woman, Karen, and I have three lovely children, Jenna, Shelby, and Garrett 17, 15, and 11 years old respectfully. I grew up in Spring Valley after moving here from Virginia in 1957 and attended Grossmont College for a couple of years as a Business Administration major with an Accounting minor prior to being drafted into the United States Army during the Viet Nam War.

I enjoy working at Palomar College with some of the finest people I have ever had the privilege to know. Hopefully when our paths cross I will have a smile on my face and can bring one to yours.

Michael “Chumley” Jordan

Council of Classified Employees Conference 2005

By Buddy Springer, Jr. Vice President, CCE/AFT Local 4522

I was fortunate enough to have the opportunity to attend The Council of Classified Employees Conference 2005 in Palm Springs. They were offering scholarships to boost attendance which gave our newest employee at the time, Ulises Nava, the chance to attend it with me at no cost to our unit.

It was extremely well organized, and had two excellent Keynote speakers for the General Sessions. I was also very impressed with the workshops that were offered. Calpers hosted one of the workshops that I would suggest every classified employee attend at some time or another. It taught how to calculate at what age you could retire and how much you would take home monthly among other important financial options. Another workshop was hosted by the CFT and taught by Karen Curtis, titled “Know Your Rights”. Karen is a dynamic teacher and very well educated in the rights of classified employees.

I had a great time networking and introducing our newest classified employee to my colleagues and friends that I’ve made during my time as one of your representatives.

I would like to thank you again for the opportunity to serve you.
Your Weingarten Rights

By Elaine Armstrong

If a supervisor asks questions that could lead to disciplinary action, all employees have the right to ask for a grievance officer or union representative to be present during this questioning. You must have reasonable belief that discipline will result from the meeting.

These are your Weingarten Rights.

If management wants to question or “interview” you,

1. Ask what is involved. Ask if this might lead to you being disciplined.
2. Tell management that you want a union representative present. The employer is not required to postpone the interview because a particular representative is unavailable. However, you have the right to ask for a particular union representative, if both are equally available. Management is not required to inform the employee of his/her Weingarten rights.

When the employee makes the request for a union representative to be present management has three options:

(1) They can stop questioning until the representative arrives.
(2) They can call off the interview or,
(3) They can tell the employee that they will call off the interview unless the employee voluntarily gives up his/her rights to a union representative (an option the employee should always refuse.)

3. Refuse to answer any questions until a union representative is present. Tell management: “If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my union representative or officer be present at the meeting. Without representation, I choose not to answer any questions.”

4. Refuse to allow any tape or any other electronic recording of the interview. Take careful notes. Answer questions briefly, but honestly. Do not volunteer anything not asked.

- Management cannot harass or abuse the employee.
- You cannot be asked personal questions.
- You can ask the supervisor to clarify any questions that you do not understand.
- Your union representative may advise you how to answer questions and they can also ask for a recess during the meeting to talk with you privately.
- You may request that the meeting continue another time if information is presented that requires additional investigation or preparation.

The grievance officer cannot negotiate over the subject of the meeting and they do not have the right to tell employees not to answer a question or to give untrue answers. Refusal to answer questions can be a reason for discipline.
The winner will receive a $30 gift certificate to Target. This contest is only open to Classified Staff Members of Palomar College. One entry per person. The entry with the most correct answers will be declared the winner. If there are multiple entries with the most correct answers, the winner will be chosen randomly. All answers must be legible to be eligible to win the prize.

Make a print-out of the crossword puzzle. Fill it in with all the correct answers and then send it to:

Elaine Armstrong, ATG
1140 W. Mission Rd.
San Marcos, CA 92069

Or drop this entry by: Room LL-110 (bottom floor of the library) San Marcos Campus
For more information call: Elaine at X2644

We are not responsible for lost or undelivered entry forms, miscommunications, failed telephone or computer or technical failure, jumbled, scrambled or misdirected transmissions, or other errors of any kind whether human, mechanical or electronic.

Crossword forms must be received on or before 1/26/06 at 3:00pm. The drawing will be held on or before 1/30/06. The answers and the announcement of the winner will be in the February Classified Currents newsletter. Good Luck!

Your Name: ________________________________ Phone Ext: ___________
ACROSS

4. Hourly or part-time faculty member
7. Last name of the current part-time PFF Co-President for Local 6161
8. Last name of the 2005 Confidential and Supervisory Team Employee of the Year
10. Last name of the current Senior Vice President of the CCE Local 4522
11. Superintendent/President with the longest term at Palomar College
12. Last name of the current President of the Administrative Association
13. Last name of the full-time instructor that received the 2005 Distinguished Faculty Award for Excellence in Teaching
15. Last name of the current Secretary of the CCE Local 4522
17. Last name of the current President of the Confidential and Supervisory Team
20. Community College in San Marcos, CA
21. Abbreviation for California Federation of Teachers
22. Last name of the part-time instructor that received the 2005 Distinguished Faculty Award for Excellence in Teaching
25. Abbreviation for Committee On Political Education
28. Day of the week that most Palomar College Governing Board meetings are held
29. Last name of the current CCE Ambassador At Large
30. Abbreviation for the Council of Classified Employees
31. Abbreviation for Palomar Faculty Federation
33. This year is Palomar College’s _________ Anniversary
35. Last name of the Classified Employee that worked at Palomar College the greatest number of years
37. Name of large ocean between California and Asia
38. Last name of the current Treasurer of the CCE Local 4522
39. Abbreviation for the American Federation of Labor and Congress of Industrial Organizations
40. Last name of the current Senior Grievance Officer of the CCE Local 4522

DOWN

1. Last name of the current Secretary of the Palomar College Governing Board
2. Last name of the current CCE Junior Grievance Officer
3. Last name of the current President of the Faculty Senate
5. Last name of the current Superintendent/President of Palomar College
6. One that teaches; especially: one whose occupation is to instruct
8. Current CCE Steward who’s last name is the same as the first name in the capital city of Nevada
9. Last name of the current President of the CCE Local 4522
14. Abbreviation for the Regional Occupational Program
16. Last name of the current Junior Vice President of the CCE Local 4522
17. Abbreviation for the American Federation of Teachers
18. Last name of the current Interim Vice President of Fiscal Services
19. Last name of the current CCE Steward with same name as a famous basketball player.
23. Last name of the 2005 Classified Employee of the Year
24. Last name of the current President of the Palomar College Governing Board
26. Last name of the current Full-Time PFF Co-President for Local 6161
27. Last name of the 2005 Administrative Association Employee of the Year
31. Abbreviation for Political Action Committee
32. Last name of the current Director of ROP
34. Last name of the current Full-Time Faculty Library Department Chair
36. Current CCE Steward who’s last name rhymes with tough