



Classified Senate

<http://grapevine.laspositascollege.edu/classifiedsenate/index.php>

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Classified Developments

April/ May 2015

About You, Your Health & Your Development . . .

By Heidi Ulrech

Was the theme of this year's Classified Flex Day. Flex Day was held on April 1st and even though it was Spring Break and many classified were taking time off, the event was very well attended by over 40 classified, including a few staff from District ITS. Even President Russell stopped by to chat.

Matt Stewart and Isabel Armendariz from New York Life Insurance talked about retirement. Their first questions to us were "Have you visited the CalPERS web site?" "Do you know what the CalPERS retirement calculation is?" "Have you set up your personal profile and is your PERS data accurate?" "Do you know what the benefit options are and what they mean to you and your family?" All very important questions to ask when you are determining when to retire. "Will this be enough for you and your family to retire on or should you be considering a supplemental retirement such as 403b, 457 or TSA accounts?" Some additional interesting facts were also revealed: Social Security has a Windfall Elimination Provision (WEP) that is enacted with some government retirement programs. "Do you fall under this provision?" Sick leave balances can be applied towards your PERS service credit, but only up to 30 years of total service. Don't get surprised, research and plan ahead.

Greg Hayden, financial adviser, and his wife Karen talked about Health and Wealth for your Future Self. Are you prepared for retirement?

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Staff Development Corner

By Jeff Sperry

Did you know you can request funds from Staff Development to attend a conference? That's right, you can get reimbursed up to \$250 by the Staff Development Committee for attending a conference that relates to your job here at LPC. [Click to see acceptable uses of SD funds](#). Request forms are due to the Staff Development Chair, Greg Daubenmire, by the first Monday of the month in which you will be attending the conference. The process is simple, so why not get a little money back? Want to learn more? Look on [this page](#) under Activity Proposal Form for details.

There are no remaining Classified-related workshops scheduled in the Teaching and Learning Center for the year, but I would be happy to do an individual one-on-one training with you about any of our workshop topics. I'll even come to your desk! [See the available workshops](#).

For more information visit the LPC Staff Development web site <http://www.laspositascollege.edu/staffdevelopment/index.php>

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In Greg's opinion "Our education system doesn't do a good job in educating youth about finance and saving money." A general rule of thumb for saving for retirement is to have 1x your annual salary in an account at age 35. This index increases every year up to 8x your annual salary at age 67. This is on top of funds in Social Security. However, for CalPERS recipients, this rule of thumb is somewhat modified. The average medical expense in retirement is \$270,000. Building healthy habits with good nutrition, an active lifestyle, and managed stress can help to increase your life expectancy and keep medical costs down as you age. The workplace has been identified as a contributor to increased stress levels and sedentary lifestyles, both of which have been found to spur medical and health related concerns. Greg made suggestions of ways to counteract these negative affects with group related activities and devices such as exercise balls or tread mills that can be used at one's desk.

The afternoon focused on the Classified Senate with speakers from 4CS (California Community College Classified Senate) Cari Plyley and Shondra West. Teaming up for Success discussed the relationship between the Classified Union and Classified Senate. "It means setting aside your personal differences and focusing on what's best for the staff . . . the college . . . the community." Two very important bills AB 1725 and SB 235 identify the opportunities for classified to participate in college governance. Typically, the exclusive representative (union) addresses issues of employment, hours, benefits, wages and etc. while the senate focuses on issues of governance. However, there are often areas of overlap when it comes to governance. Senates and unions work best together when there is a Memorandum of Understanding (MOU) and Delineation of Duties (DOD) that clarifies responsibility. In the end both teams want to advocate for what is best for classified.



Shondra and Cari then continued with information on AB 2558 which creates a professional development program for all faculty, staff and administrators. Originally AB 1725 addressed faculty professional development as an Academic Senate 10 + 1 purview. With AB 2558 it extends the importance of professional development to classified and administration as also being vital for student success. This new program is still evolving at the state level and increased funding should also be on the horizon. In the meantime it is important for classified to brainstorm as to what professional development means to us so that these concepts can be recognized at the state level and incorporated into the local college plans. If this interests you contact the Classified Senate to see where you can participate in this conversation.



Lastly, Bill Eddy introduced a new District- wide Wellness Initiative which is being financially supported by Kaiser and Keenan Associates. This program is being developed to support employee wellness and each of the three sites will be tailoring their activities to meet the desires of employees at the site. You may have seen the survey that was sent out by David Bets in Human Resources, the survey is part of the Wellness Initiative so if you didn't take the survey and would like to have input on the wellness activities at LPC please contact the wellness coaches Bill Eddy, Frances DeNisco and Natasha Lang. Look for more information to come out in the Fall.

Again, it was another successful Classified Flex Day. Lunch was catered by Tequila's Taqueria of Livermore and sponsored by SEIU (see an example of the senate and union working together). Thank you Bill and Linda – the food was great. A big Thank You also needs to go to the flex day planning team of Janice Cantua, Ernesto Nery, Frances DeNisco and Julie Thornburg – Great Job! and thank you for all the time spent on arranging speakers, getting prizes and setting up. Of course we can't leave out Sherman and his audio/ visual watchfulness. See you next Flex Day!

