

# CAUSE ADVISORY

## Regarding the Use of CUSD Email & Group-Lists [CUSDALL] Know Your Rights!

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Dear District Colleagues:

In the last few days, many District employees received statements discouraging them from using the “**reply-all**” function when responding to CUSDALL emails or CUSD group-lists. As a result, the Union received many inquiries from District employees concerned about the motivations and function of such administrative statements.

More specifically, the following were sent:

“The CUSD All for district email is a way for the district to send information to staff.  
If you have a comment or question regarding a notice that has been sent CUSD All, it is not appropriate to “reply all”.  
Please respond only to the sender with any response.

Please let me know if you have any questions.” ~ Elementary Principal

...and...

“It is not necessary to reply all CUSDall .” ~ Diana F. Rigby, Superintendent

Union leadership is compelled to clarify its understanding of this issue:

1.) Know that the law is on your side. As is both past-practice and the law, CUSD employees have a free-speech right to openly, transparently, and publicly discuss their concerns, joys, fears, accomplishments, and sorrows related to the working conditions and workplace environment of CUSD. This right extends to the use of social media, personal conversations, letters to government authorities and news sources, and yes.... even District email.

2.) When doing so, we acknowledge and encourage employees to be professional and maintain the confidentiality of our students and families at all times. When using District email, it is even more important that employees are not vulgar, threatening, or violent in any way. [Of course, we do not believe this is either the issue or the motivation for the District’s recent statements. ]

3.) CAUSE Leadership understands that these administrative statements (above) are designed to censor District employees’ rightful communication on topics of workplace environment, workplace safety, and workplace conditions; all of which are protected under EERA, Ed. Code, and labor law.

Moving forward, please be certain that you are entitled to respond and/or initiate correspondence via any CUSD group-list. The Union is unaware of any authority that prohibits employees from using the **REPLYALL** function to share their experiences with District colleagues and/or management. In fact, we believe that such transparency is critical to the maintenance of a well informed organization.

So, continue to communicate as needed... without fear. If you find yourself being censored, retaliated against, or threatened by management on this issue, please contact the Union immediately. Similarly, if you have not provided CAUSE with your personal contact data, please do so at your earliest convenience. The Union continues to develop its member contact list, in anticipation of further arbitrary restriction implemented by Superintendent Rigby.

Full ahead !

~ j. Hotchner \* CAUSE President

**\* C.A.U.S.E. - Yes We Can ! \***