

URGENT: CAUSE ADVISORY

District Moves to RELEASE Probationary Employees!

We can help you.

CUSD Colleagues,

Just prior to the holiday weekend, several **probationary employees** (*i.e. employees yet to secure full employment rights*) were notified of the CUSD's desire to quietly release them. After being called into surprise meetings directly by the Human Resource Director, Diana Zapata, these employees were encouraged to quietly '**RESIGN for your own good**.' Even though the probationary employees were advised that the decision was not performance related, these employees were still told they would only have until the end of this holiday weekend to make their decision.

Fortunately, at least a few employees recognized the unsavory pressure tactics employed by the Human Resource Department. They contacted Union Leadership immediately; seeking help and wisely sharing their experience.

While CAUSE works to provide a clear recommendation on how best to proceed, these employees are discouraged from responding to the Human Resource Directors suggestion to '**RESIGN for your own good**'. If you are one of these employees, you are encouraged to:

- 1.) Continue documenting the Human Resource Director's visit, conversations, and any special recommendations or deals offered to you.
- 2.) Contact your Union representatives immediately, and share your experience and documentation.
- 3.) Know that you are discouraged from making any side-deals (with administration) in the hopes of receiving promises of "special treatment." [*Employees should understand that the Union will not support private / personal side-deals that come at the cost of our colleagues professional rights. Suffice to say, the District rarely follows through on such promises either way.*]

We are sorry many of you are now adding this experience to the already challenging pandemic environment. Although it is a holiday weekend, your Union Leadership team remains available to support your interests.

In Unity,

- j. Hotchner * CAUSE President

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

Feel free to visit our CAUSE website:

<https://cause2216.org/>

Your feedback and interest are appreciated!