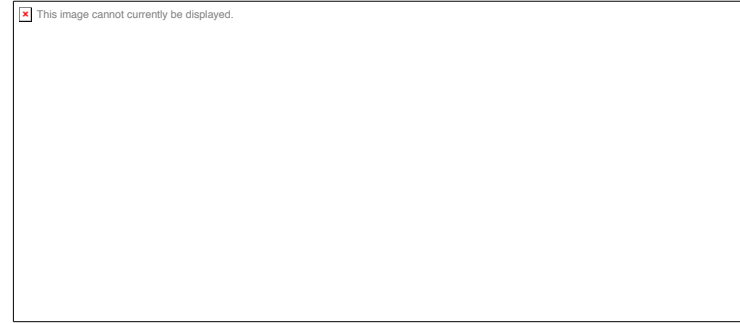


C.A.U.S.E.

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New Employee Orientation: “Union 101”

- * Contract Oversight & Maintenance * Legal Defense and Professional Advocacy * Organize Outreach to Community * Retirement Assistance *
- * Collective Bargaining (Contract Negotiations) * School Board Candidates / Endorsement and Campaign Support *
- * Professional Training & Seminars * Advocacy for Students, their Families, and Effective Educational Programs *
- * Notification & Education on Recent Contract Agreements * Advocacy on Professional Issues, Trends, & Policies *
- * Legislative Education (e.g. Proposition 55) * Guidance on Major Medical Events / Access to Leave (Local & Federal) * Etc. *

Know your contract !

(i.e. The Collective Bargaining Agreement / “CBA”)

The contract [“CBA”] defines an employees relationship with the CUSD. It memorializes agreements, past-precedents, and the ongoing expectations that guide both employees’ and administration’s behavior.

CLASSIFIED

Contract/CBA:

[Attached to the Aug. 14th ZOOM invite.]

CERTIFICATED

Contract/CBA:

[Attached to the Aug. 14th ZOOM invite.]

Let's take a minute to download it and preserve it on your desktops.

(i.e. The Collective Bargaining Agreement / "CBA")

The contract ["CBA"] defines an employees relationship with the CUSD. It memorializes agreements, past-precedents and the ongoing expectations that guide both employees' and administration's behavior.

CLASSIFIED

Contract/CBA:

[Attached to the Aug. 14th ZOOM invite.]

CERTIFICATED

Contract/CBA:

[Attached to the Aug. 14th ZOOM invite.]

Professional Topics Defined in the

CERTIFICATED

'Collective Bargaining Agreement'

Article 3: Class Size

Article 4: Grievance Procedure

Article 5: Association Rights

Article 6: Compensation & Benefits

Article 7: Professional Day & Responsibility

Article 9: Evaluation

Article 8: Transfer & Reassignment

Article 10: Personnel Files

Article 11: Shared Decision Making

Article 13: Leave Provisions

Article 12: Discipline Short of Dismissal

Article 15: Safety

Some topics included in the

CLASSIFIED

'Collective Bargaining Agreement'

Article 3: Employee Rights

Article 5: Payroll Deductions

Article 7: Hours

Article 8: Professional Growth

Article 9: Transfer and Filling Vacancies

Article 20: Discipline Short of Dismissal

Article 16: Training

Article 10: Evaluation of Empl. Perf.

Article 6: Compensation & Benefits

Article 11: Personnel Files

Article 12: Leave Provisions

Article 14: Safety

Contract Violations Can Result In Grievances (A Problem Solving Process):

- **Occasionally, the CUSD engages in actions that are either unlawful, undermine your professional rights, and / or violate the contract.**
- The rights of **Certificated** & **Classified** Union members are protected by the “Contract” / CBA, and are enforceable through a variety of legal mechanisms; including (A) **the contractual grievance process**, (B) Ed. Code, (C) State & Federal labor laws, (D) other external agencies, such as the Public Employee Relations Board.
- **With your dues, CAUSE Leadership works hard to fight for your professional rights.**
- **We have a laser focus on the culture of professionalism across the District.**
- **We are committed to ensuring that District employees are not being professionally or personally attacked, falsely accused or maligned, scapegoated, targeted, retaliated against, harassed, and/or coerced in the course of their routine professional obligations.**

Grievances: Formalized Contractual Disagreements

A recent example: Just last week, the Union successfully held the District accountable to a retaliatory contract violation.

1 – In Spring of 2019, a physical altercation between students blew up in a Special Education classroom. Although faculty had been warning site-administration for some time, the warnings and requests for extra support & resources (*ex. two-way radios, extra instructional aides, adjustments to students' schedules, etc*) went unaddressed.

Eventually, an attack took place in the middle of instruction. It left one student choked-out on the floor and a teacher thrown to the ground by the chronically violent student. The situation risked the safety and well-being of all those in the classroom; both students and employees.

2 – Concerned for his students and his colleagues, the teacher summarized the event and the series of SAFETY failures that, although reported on several occasions, had gone unaddressed by District administration.

3 - The teacher then shared these concerns publicly with the CUSD School Board, in hopes that they would re-direct resources and re-orient the negligent District administrators.

4 - Furious that the teacher openly shared the administrator's failures so publicly, the CUSD Superintendent and Human Resource Director retaliated within 24 hours of the letter.

In complete disregard for the "contract" / CBA, they announced that the teacher would be transferred to another school-site (*from secondary level to the elementary level*) and stripped the teacher of his elected Department Chair duties and compensation.

5 – But on Thursday Aug.13th, 2020, through legal action with the Public Employee Relations Board, the District returned the teacher to his original school –site of 15 years, and wrote him a check for the monies they removed from his salary.

Union Membership vs. Unit Membership:

- **Certificated & Classified** District employees are ALL members of our **collective-bargaining unit** (i.e. **“Unit Members”**).
- All **“Unit Members”** are passively represented by Union leadership, but have no formal influence on either the Union’s representative efforts or the conditions that govern their workplace / responsibilities. The ability to defend and advocate for **“Unit Members”** is severely limited (*i.e. professionally, legally, and financially*).
- **“Union Membership”** is the **standard** in CUSD. Most District employees formally join the union, which requires the completion of an enrollment form & the monthly collection of dues. [**Certificated** dues are a set monthly amount. **Classified** dues are set proportional to wages.]
- **“Union Membership”** dues cover the costs associated with the business of representation. Your dues provide employees influence over working conditions, compensation & benefits levels (salary, wage, healthcare), critical legal protections, and a voice:

** increased legal advocacy (\$\$\$) beyond our local treasury (incl. a \$1,000,000 personal liability insurance) * contract enforcement **

** the right to participate & vote in local union elections and initiatives * increased influence on matters of professional interest / educational efficacy **

** clarify to CUSD administration & School Board that employees are organized around their professional interests * etc. **

Union Membership : Enrollment

- *Let's take a minute to explore online enrollment.*

- *Our CAUSE Website: <https://cause2216.org/>*

- Introduce CFT Regional Representative, [Kassi Hawkins](#)

** increased legal advocacy (\$\$\$) beyond our local treasury (incl. a \$1,000,000 personal liability insurance) * contract enforcement **

** the right to participate & vote in local union elections and initiatives * increased influence on matters of professional interest / educational efficacy **

** clarify to CUSD administration & School Board that employees are organized around their professional interests * etc. **

Beyond Union Membership, Employees' participation is varied.

Where do your strengths lie?

Personal opportunities

- 1 - Become a UNION member, versus a UNIT member
- 2 - Op Ed pieces CVN & letters to the editor CVN
- 3 - Attend Board Meetings / Take notes or monitor an issue
- 4 - Serve on Ad-hoc Committees (e.g. Safety, School Site Council, District Mental Health, Program Development, etc.)
- 5 - Actively provide feedback on inquiries of interest
- 6 - Participate in district wide surveys and help us collect contact information on teacher/support staff experiences across the District

Group opportunities

- 1 - Shape employee positions on policy & workload
- 2 - Participate in group actions @ CUSD Board Meetings
- 3 - Distributing informational flyers to parents/community
- 4 - Engage in media threads / Share on the topic of Professional experience and School Board performance
- 5 - Campaign support (e.g. Phone bank or precinct walk for local School Board candidates)
- 6 - Serve as a site-representative and/or participate on the Executive Board (i.e. EBOARD) in an elected role: *President, Vice-President, Treasurer, Secretary, Membership Advocate, etc.*

Elected Leadership & Site-Representatives

Elected Leadership

President: *J. Hotchner*

Vice-President (Certificated): *Eric Lewis*

Vice-President (Classified): *Rachel Bradley*

Treasurer: *Jennifer Foster*

Secretary: *Marith Parton (19-20) Position Open (20-21)*

Membership Advocate (Cert.): *Cecilia Long*

Membership Advocate (Class.): *Patricia Guarnero*

Site/Facility Representatives

Aliso & Summerland – *Cecilia Long (Cert.)*

Canalino & CFS – *Christina Ballas & Krista Munizich (Cert.)*

CHS & Rincon – *Sarah Rochlitzer (Cert.) & John Lyons (Class.)*

CMS – *J. Hotchner & Eric Lewis (Cert.) Patricia Guarnero & Jennifer Medina (Class.)*

DO, Pupil Services, Transportation, Ground, Maintenance :
Positions Open

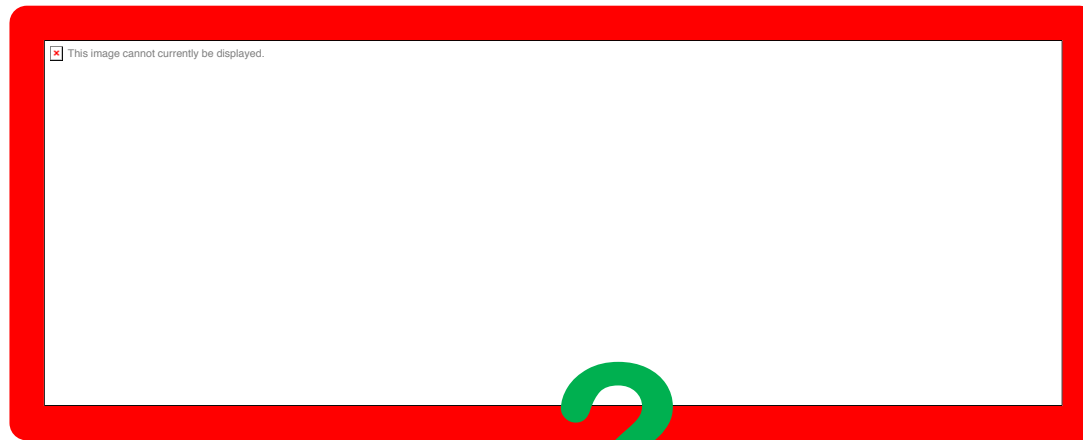
Welcome to CUSD
& THANK YOU
for your attention and consideration!

Please:

1. Take a moment to **complete your online membership enrollment form.**
(see website).
2. Review your **contract / “Collective Bargaining Agreement” (CBA).**
3. Familiarize yourself with, **Membership Benefits. (see website)**
4. Take advantage of **opportunities to participate and share your experience !**

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CFT - Local #2216 ?

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