URGENT: **CAUSE ADVISORY**

All Employees Impacted by 2019 LAYOFF's / RIF's

**Help us help you !**

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CLASSIFIED Colleagues,

The Union has learned that many District employees ( subject to 2019 \* LAYOFFs ) are now being physically approached by both the HR Director, Ms. Zapata, and Superintendent, D. Rigby.   CAUSE Leadership has been notified of these surprise meetings, where impacted CLASSIFIED staff are being asked to make formal commitments upon their future employment with the District, prior to and outside of the legal LAYOFF process required by California Ed. Code and our contract.

If you are one of these employees, or if you have witnessed these unprofessional surprise visits by District administration...

1.) Continue documenting said visits, conversations, and special deals offered to you.

2.) Contact your Union representatives immediately, and continue sharing your documentation with Union Leadership.

3.) Know that you are discouraged from making any side-deals with administration, in the hopes of receiving the promised "special treatment" you are offered.  The Union will not support private / personal side-deals that come at the cost of our colleagues professional rights.

4.) Please download the following document, complete it, and provide it to your nearest Union representative as soon as possible.  The Union will be monitoring the District's responsibilities to a legal and contractual LAYOFF process.  **To ensure that all impacted personnel receive the full extent of those rights afforded by the CLASSIFIED CBA, Ed. Code, and other authorities governing these matters, the Union MUST HAVE THE FOLLOWING INFORMATION, cited in the attached document**.

Please contact your Union representatives with any of your questions or concerns.

         ~ Cause Leadership

\* C.A.U.S.E. - Yes We Can ! \*