



AFL-CIO

470: CHAPTER CHATTER

January/February 2023



Next meetings:

Zoom links on Calendar

01. February 10th -
Chapter Meeting
02. March 10th -
Chapter Meeting
03. March 30th -
Chapter Meeting

Communication Update

Happy New Year and welcome to the Spring semester. If any one has any news, announcements or fun items for the newsletter this year, please email me and let me know. We want to showcase our members!

President's Corner

Fellow members, thanks for sticking with us. It's been a busy semester so far with plenty to do. This weekend, I attended the Union Steward Summit and practiced advocacy and detective skills, met stewards / officers from our region, and learned about new laws and anti-union challenges CSEA faces. Your Negotiating team is working hard and has made some progress. However, we need the Board to grant authority to bargain on pay. We will soon need member help to deliver the message loud and clear.

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CHAPTER UPDATES

Contract Corner

True or False - How well do you know our CBA?

1. Your supervisor approves your overtime request. They decide if you will receive compensatory time off (CTO) or pay.
2. You are required to get supervisor approval in advance for a doctor's appointment.
3. If you run out of vacation you can substitute sick leave.
4. If you are assigned out-of-classification duties, your workload can be increased.
5. If you are summoned to HR for a meeting, your first step should be to reach out to a CSEA representative.
6. You are working on a temporary assignment at a different campus. You calculate your mileage claim by taking the distance between your regular work site and your home address and subtracting it from the distance between the temporary work site and your home address.

Answers on page 4.

Negotiations Update

Date and time of meeting

- Monday, Feb 13, 2023 - 9am-2pm and caucuses

Open Articles discussed

- Article 9 Pay and Allowances
- Article 10 Work Out-of-Classification
- Article 15 Vacations
- Article 19 Assignment, Transfer, Promotion, and Filling of Vacancies
- Article 20 Classified Discipline and Due Process

Progress

- CSEA will counter District proposals for Articles 9, 10, 12, 19, and 20.
- The District will counter CSEA's Article 7 (plus Appendices G/H) proposal. and propose Article 15.
- CSEA team members are researching a few miscellaneous items to include at a later date.
- Reminder: We have preliminary/unsigned, verbal agreement on Articles 11 and 27.

Challenges

- The District's current bargaining authority Re: pay. We scheduled our next meeting after the regular board meeting in March to give the District another attempt at talking to the Board about pay.

Next meeting date

- Thursday, March 16, 2023

Negotiations committee members

- Delia Edeza, Jess Green, Patty Padilla-Salsberg, Shawn Pullum, Julia Silveira

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To Come Support Your Negotiations Team

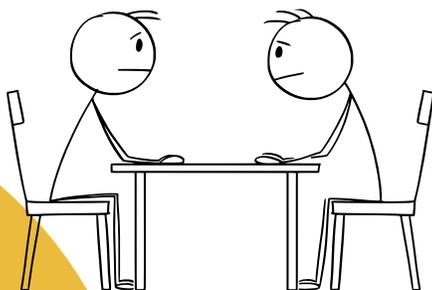
Join us in standing with the HCFA and our Labor Rep
Patty Padilla Salsberg at the March 7th Board meeting at
6pm. We are fighting for COLA and fair wages and we
need everyone's support.

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Re-Classification Update

During our negotiation time, the District and CSEA met with RSG, the outside consultant who is working on the classification/compensation study. Our takeaways:

- RSG did not have a report of finding as expected, but shared some general concerns with us about the current program support positions.
- RSG was waiting for the two parties to mutually agree that the PDQ and interviews they already performed were enough to move forward. We said yes, proceed.
- RSG will deliver a findings report and proposal(s) to the District and CSEA negotiations team in approximately 3 weeks.
- Once we have this report, we can begin negotiations on all job description changes.
 - This is part one. Part two is compensation. We need to finalize the classification changes first.
- The entire CSEA RSG timeline is inaccurate and HR will revise it.



Contract Corner Answers

True or False Answers

1. False. Members decide whether to receive OT or CTO. (Article 11.9.6b)
2. False. Approval is not required for doctors appointments, but member should give supervisors advance notice. (Article 16.1.10)
3. False. Sick leave is only for illness and doctors appointments. (Article 16. 1.11)
4. False. OOC should only change assigned duties, not increase workload. (Article 10.1)
5. True. CSEA Representatives can support you in both positive and negative circumstances.
6. False. Normal daily commute should never be subtracted in mileage calculations. (Article 9..4.3)

Know Your Rights

As classified employees we are afforded many basic rights by law or through collective bargaining. Learn about your rights on the job and what you can do to protect yourself by clicking the link below.

<https://csea.com/issues-and-advocacy/your-rights>

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CSEW 2023

"Indispensable, Inspiring & Invincible"

Each May, California salutes the important contributions of classified school employees during "Classified School Employee Week" (CSEW). This year, we are celebrating the theme "Classified Professionals: Indispensable, Inspiring & Invincible."

Classified employees have earned respect as educators and partners in the education community. More importantly, they have become recognized as the essential frontline workers who kept our schools running through the COVID-19 pandemic and helped schools reopen their doors to students of all ages.

If anyone is interested in joining our Chapter's CSEW Committee, please reach out to our E-Board members!



Jan/Feb Issue of Focus Magazine Out Now

In the latest issue of Focus Magazine, we speak with recipients and donors of the Dorothy Bjork Assistance Fund who have helped and encouraged each other in light of great tragedy. Hear their uplifting stories by reading the cover story. Also included in this issue:

- Details on the Governor's proposed budget and how it will affect public education
- CSEA's own Kevin Palkki sworn-in to the CalPERS Board
- A hero custodian who saved a choking student
- Member of the Year Beatrice McCutchen
- Message from Association President Weinberger
- Scholarship and Grant winners

Register for upcoming CSEA Trainings

Want to develop your recruiting skills and help spread CSEA's mission? Sign up for an upcoming training to learn and expand your member engagement skills with interactive workshops. Find upcoming trainings, including statewide meetings, important deadlines and holidays [online here](#).

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2022-2023 E-Board

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Shawn Pullum
president@csea470.com

Vice President:

Fanny Salgado
vp@csea470.com

Secretary:

Maria Marin
secretary@csea470.com

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Marlene Hernandez
treasurer@csea470.com

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Delia Edeza
pastpresident@csea470.com

Chief Steward:

Nate McGriff
chiefsteward@csea470.com

Communications Officer:

Jess Green
communications@csea470.com

If you have news you would like to share with the membership, please reach out!! We want this newsletter to represent us all. Send us a short message and/or pictures and we will include them in the next newsletter!

If you or someone you know is not receiving our emails, please contact Jess Green at communications@csea470.com to be put on our mailing list

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