

Chapter 874

Dry Creek CSEA News

Message from the President

Your Dry Creek Union #874 is proud to announce our very 1st newsletter. In the newsletter you will find articles about your fellow classified staff, trainings available through CSEA, membership discounts, current events, negotiation updates and other valuable resources.

It is no secret that we are experiencing budget issues within our district. I would like to express to the classified staff, friends, family and community how important these next few months will be. In order to show the district that we have rights and we are aware of the rights we have, it is imperative that we go to the board meetings to show solidarity.



While the union and your Executive Board are working on the budget issues night and day, it is now in your hands. The district is not going to negotiate with us if we don't show up to tell them we do care. The school board will not think twice about voting against us if we are not there to tell them "cut waste, not jobs". Please help us help you!

Warm Regards,
De Anna Dunivan
 Dry Creek CSEA President Ch 874
 I A-MH Heritage Oak

Dry Creek Chapter 874 Executive Board

President: De Anna Dunivan

Secretary: Misty Parker

Treasurer: Glenn Higgins

Chief Job Steward: Sandy Sandoval

CPRO: Tami Barnard

Classified School Employee Week May 17–21, 2010

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Restoring the California dream through education.... Since 1986, California has taken the third week in May to honor the invaluable contributions of classified school employees.

From the bus drivers who pick up kids to take them to school to the food service workers making lunches to the financial aid staff who find the money to cover college tuition, CSEA members are the classified employees that make our schools run smoothly.

The celebration began with CSEA! Classified School Employee Week began as a resolution at CSEA's Annual Conference in 1984. Two years later, it was adopted as California Senate Bill 1552 and decreed to be an official recognition of classified school employees. Today, CSEA members celebrate the week with picnics, barbecues and other social events.

At work, many members wear CSEA shirts and other symbols of union pride.

Please check your emails, mailboxes and CSEA boards at your school site for information about our celebration of Classified Employees here at DCJESD.

essential work | **extraordinary workers**

CLASSIFIED SCHOOL EMPLOYEES

The facts about layoffs

There are only two reasons classified employees can be laid off: "lack of work" and "lack of funds."

If you are laid off, the district is required by law to give you 45 days notice. The law also mandates that layoffs occur by seniority within a single classification on a district-wide basis. In most cases, the last hired is the first laid off within a classification. (Some contracts determine seniority by date of hire as opposed to hours worked.)

If a district eliminates positions and lays off employees, it may try and shift their duties to other employees. However, there are restrictions that govern what the employer can do as far as transferring duties to other employees. If you are asked to take on the work of a laid-off employee, talk to a CSEA representative immediately.

Districts are prohibited from laying off a classified employee whenever a short-term employee is doing work that the classified employee is qualified to do. However, this law does not apply to short-term workers hired for 45 days or less (their short-term service cannot be extended or renewed).

What does your contract say? Districts must bargain over the effects of a layoff or the decision to reduce hours. Many chapters have successfully negotiated layoff and reemployment provisions into their contracts. When the union is involved, it gives the employees a voice in determining their fate. The following are [negotiable bargaining](#) subjects, to which districts must respond:

- ✦ Reason for layoff

- ✦ Notice of layoff
- ✦ Order of layoffs
- ✦ Bumping rights
- ✦ Layoff in lieu of bumping
- ✦ Equal seniority
- ✦ Reemployment rights
- ✦ Retirement in lieu of layoff
- ✦ Seniority roster and method of computing seniority
- ✦ Notification of reemployment opening

Effects of layoff (health and welfare benefits, severance pay, etc.)

Since layoffs affect wages and hours of an employee, it is mandatory for a district to bargain the effects of taking such action unless the effects are addressed in the contract already.

In worst-case scenarios, laid-off workers are unable to get another position in the district and become unemployed. Again, these workers still have rights: unemployment insurance and reemployment status to name a few.

Re-employment status means that the district must re-employ a laid off worker who is qualified to fill a vacant position in the district rather than hire someone new.

The [California Employment Development Department \(EDD\)](#), in accordance with regulations established by State and Federal law, offers unemployment benefits. The EDD is responsible for determining a worker's eligibility for unemployment insurance benefits, paying such benefits and determining and collecting employer taxes, which support the program.

To collect benefits, you must file a claim with the department. The

department then checks with the employee's last employer to verify the employee is unemployed through no fault of his/her own.

There are specific legal criteria used by the department when making benefits available, and you are obligated to gainfully seek work.

If your benefits are denied by the department, you have the legal right to go before an administrative law judge to challenge the denial.

Reasonable Assurance

The Unemployment Insurance Code requires the district to send all classified employees who work less than twelve months per year a notice stating the likelihood of returning in September.

This notice must be sent no later than 30 days prior to the end of your work year. The notice must state the following:

1. Whether or not you have a reasonable assurance of a job in September.
2. The notice must state you should file for unemployment benefits even if you have reasonable assurance of a job next school year.

If you have received a notice of a job next year, the unemployment office will determine if you will receive unemployment benefits during the summer. The district has no say in this matter.

If the unemployment office determines you are not eligible for benefits, and then the district fails to return you to work in September, you will be eligible for benefits back to your first filing.

You can receive retroactive benefits if you file for unemployment insurance immediately following your last working day. If

you have not already done so, do it now.

Can you be laid-off without warning?

In virtually all circumstances, classified employees, even probationary employees, must receive at least a 45-day advance notice of a proposed layoff by state law. The notice must inform you of your bumping rights, if any, and return rights. The only exception to this state law mandate is if the employer has no money to meet its payroll or you cannot work due to unforeseen circumstances like a natural disaster. Your collective bargaining agreement may also include a layoff notice requirement.

How is seniority determined? [California Education Code](#) defines seniority for layoffs by number of hours you've worked within a classification. The employee with the shortest length of service would be laid off first. However, many CSEA chapters have negotiated with their employer to define seniority by date of hire within a classification.

If CSEA has negotiated length of service to mean date of hire (within classification), then the most recently hired employee within the classification would be subject to layoff.

The AFL-CIO offers an entire Web site dedicated to [unemployment help](#). Learn some of the best strategies, techniques and tools to help you survive hard times on the best possible terms.



Site Reps still needed

We are excited to see the enthusiasm amongst our members! We have almost filled all site rep positions. And we are happy to announce we have a Site Rep Coordinator! Here is a list of the site reps:

Site Rep Coordinator:

Peggy Robinson

Dry Creek: Needed

Heritage Oak: Karen Miller

Antelope Meadows: Darcy Turbin

Olive Grove: Karen Sajovic

Quail Glen: Tracy Bresnehan

Barrett Ranch: Nancy Bailey and Joanie Hill

Silverado: Jean Fields

Antelope Crossings: Margaret Ayers

Coyote Ridge:: Leslie Weitzel

Creekview Ranch: Needed

District Office: Mike Guerrero

If you have any questions about meetings or need guidance please contact your site rep. They each have a binder at their sites with CSEA information to help!



**CSEA Chapter 874 Meetings
Come join us!!!**

CSEA Chapter 874 meetings are held the second Wednesday of every month at 4:30 pm in the Silverado Middle School cafeteria.

CSEA Training Opportunities

In addition to the union's Annual Conference, CSEA presents several other conferences and seminars that offer training and educational opportunities.

**Single Subject Training
Paraeducator Conference
Pre-Retirement Seminars
Education Days
Community College Forum
County Office of Education**

Forum

CSEA also sponsors several other conferences designed for [union training](#).

Whether it is a training for your job, retirement, continuing education or position in the chapter, CSEA is there for us to help us advance and excel at whatever we need.

Please take the time to go to the CSEA website and see how you can better yourself through these fabulous trainings!



Member Benefits

The Member Benefits Program offers CSEA members a unique way to earn back the dues they pay through special savings and discounts. Since we are such a large organization, we are able to buy tickets and services at a discount, group-rate. We pass these great savings on to our members as a reward for

their membership in CSEA.

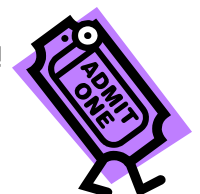
Find all of these discounts online or request a printed version of the CSEA Member Benefits Guide by calling toll-free, (866) ITS-CSEA (487-2732).

Here are some of the discounts:

- (by category)
- [Amusement and Attractions](#)
- [Automotive/Car Rentals](#)
- [Fundraisers](#)
- [Health & Fitness](#)
- [Shopping & Services](#)
- [Jewelry](#)
- [Lodging](#)
- [Miscellaneous Discounts](#)
- [Movie Theatres](#)

- [Museums](#)
- [Performing Arts](#)
- [Ticket Sales](#)
- [Travel](#)
- [Waterparks](#)

Check it out!!!



CSEA Info

Chapter: Dry Creek Joint Elementary School District

Region: 75

Regional Representative: Rudy Angel

Area: A

Area Director: Martha Perry

Field Office: Sacramento

8217 Auburn Blvd
Citrus Heights, Ca 95610
916 -725-1188
800-582-7314
Fax: 916-725-3735

Labor Relations Representative: Amy Hines
Field Director: Sharon Furlong

Find us on the web at
www.cseadrycreek.wordpress.com

Rally on the Capitol

Greetings Classified Staff,

As many of you know I had the opportunity to march in the name of education on April 21, 2010. CSEA members began the March to Save California's Future 48 days ago from Bakersfield. The northern California CSEA members joined the last mile and ended our march on the steps of the capitol at 4:00 p.m. Allen Clark, the CSEA President, spoke on behalf of classified members throughout the state of California. In attendance were several other employee groups all with the same message...Budget Cuts Have to

Stop! California is in the bottom five of the nation when it comes to education and we don't need a crystal ball to figure out California's future if we do not stop cuts to education. Unity and solidarity are the only answers to save education and the future of California. To win this fight we must unite!

De Anna Dunivan

Chapter 874-President

