



California School Employees Association

GENERAL INFORMATION BULLETIN

August 23, 2013

General Information Bulletin No. 37-13

2013 CONFERENCE RECAP AND ORDERS FOR CONFERENCE PROCEEDINGS BOOK

Action for Chapter Presidents:

- 1. Presidents of Chapters without representation at the 2013 Conference:** Review this bulletin and its attachments with your chapter membership. Encourage your membership to have representation at next year's Conference.
- 2. For All Chapters:** Complete the order form attached to this bulletin if you want to receive a complimentary copy of the *2013 Conference Proceedings* transcript.

A. SUBJECT MATTER

- 1. TO THOSE CHAPTERS HAVING NO DELEGATE REPRESENTATION AT THE 2013 CONFERENCE:** We hope to see you at the next Conference in Sacramento, California. The benefit of your participation in the democratic processes is what makes this union unique and so great. There is really no substitute for actually attending Conference and participating in the debate on the many issues presented. The actions taken at Conference, by democratic vote of the delegates present, guide the activities and direction of the Association in the coming year. We hope your review of the contents of this bulletin and its attachments will encourage your membership to have representation in Sacramento (August 4—August 7, 2014).

When Conference was not in session, delegates attended Education Days seminars and forums including the Community College Symposium and the Merit System Panel Presentation. The educational seminars addressed a wide range of issues and offered practical solutions for common challenges facing CSEA members that included information on National Health Care Reform, the Affordable Health Care Act (ACA), and school campus safety.

Two thousand CSEA members, guests and staff attended CSEA's 87th Annual Conference, held July 29 through August 2, in Las Vegas with the theme of "Fulfilling California's Promise." Conference delegates voted on resolutions and approved a budget for the coming year. Four resolutions were adopted, five were defeated, four were withdrawn, and one was referred to committee for further development.

Delegates honored outstanding members and elected Association officers. Michael Bilbrey was elected Association President, Ben Valdepeña 1st Vice President, Dolores Rodriguez 2nd Vice President, and Kerry Woods Association Secretary.

On opening day, in his final State of the Union address, Association President Allan Clark celebrated the many victories CSEA achieved during the past four years in the face of some of the greatest challenges the Association has ever experienced. He expressed hope that all the hard work will bear fruit in the future "fulfilling California's promise." "As your president, I felt it my duty and responsibility to challenge our members to stand up and take action," Clark said. "I knew that through your efforts and

your belief in our shared values that we could make for a better day for our students, for our members and for the entire state of California.”

Allan told delegates that as a result of helping to elect a pro-education, pro-labor Governor, changing the budget process in Sacramento, maintaining and growing a pro-education, pro-labor majority in the Legislature to two-thirds that helped stabilize and grow the Education Budget, CSEA was able to push back to reduce layoffs. When Allan became CSEA president in 2009, the country was mired in economic ruin. In California, billions of dollars in cuts to the education budget created great hardship for our members and ultimately, California students. “The budget for education had been drastically cut for the second year in a row. We were losing members at an alarming rate. I felt the pain of every single layoff, and the hardships that it created,” he said.

Politically, CSEA helped elect more school board members and pass bond measures and local parcel taxes. CSEA increased member involvement and capacity and developed a statewide member leadership training program.

President Clark closed by thanking all of his appointed leaders, Executive Director Low and staff for all of the help he received during his presidency.

Later that day, Executive Director Dave Low addressed the charged up delegates. "As I deliver my third report as your Executive Director I am gratified and proud of the work we have done together" he said. He told the delegates that through resilience, strength and leadership, CSEA was able to fight back on the attack to pensions and efforts to repeal collective bargaining rights.

Low thanked the delegates for their support for the successes of last year’s political campaign that helped elect President Obama, pass Proposition 30, and defeat proposition 32.

Low said that he remains committed to delivering “high quality organizing, representation and collective bargaining.” He said that CSEA’s efforts helped deliver a state budget that includes investment of over one billion new dollars to public schools, and all school districts in the state will benefit in the economic recovery. He added that because of CSEA, school transportation money can only be spent on school bus transportation.

“We negotiated a compromise with Governor Brown that protected defined benefit pensions for all public employees and we stopped every anti-worker pension measure.” CSEA’s efforts helped reform the Workers’ Compensation system and increased benefits for injured workers.

CSEA sponsored four bills and Governor Brown signed all four bills. Among them AB 501 (Campos) that reversed a PERB ruling that denied noon duty aides the right to unionize and reinstated the right to join a union, and AB 1908 (Alejo) that increased the layoff notice for classified employees from 45 to 60 days.

Low highlighted the legal department’s victories in which they challenged school districts, and how those efforts resulted in make-whole settlements for seven health technicians and 86 bus drivers, totaling over \$970,000, and how in San Diego Unified, management took action to lay off 136 transportation workers in violation of the contract and after filing grievances, 98 classified employees were awarded \$2 million in back pay and benefits.

“We continue to work hard to rescind furloughs and to restore hours, jobs, pay and benefits across the state,” and collectively Low said “I am confident that we will re-elect Michael Bilbrey to a full term on the CalPERS Board. Low added that “It is our goal to provide classified employees the absolute best union representation.”

Congresswoman Dina Titus is the author of HR 1763, the Recognizing Achievement in Classified School Employees Act that directs the Secretary of Education to award National Classified School Employees of the Year Awards to public school employees on an annual basis. Congresswoman Titus was unable to attend Conference due to her schedule in Congress, but from her office, District Director Michael Naft

attended our First Business Session to speak briefly to the delegates on her behalf. Congresswoman Titus' commitment to classified school employees is evident in her commitment to HR 1763.

Director of Field Operations Keith Pace delivered the Field Operations report that outlined the challenges faced and overcome by CSEA. "We knew that current and future jobs and opportunities for generations of classified workers hung in the balance," he said. But he said "through the hard work . . . of CSEA members and staff the 'working bargain' that we all work for and aspire to remains possible."

The outcome of the 2012 election would determine the very existence of the labor movement, but through increased internal solidarity and organizational strength, "We broke every campaign record previously set in CSEA's eighty-seven year history," and "we made history," Pace said. He added that through it all we "did not deter or diminish our activities in other important areas of union work."

Pace warned the delegates of the long road ahead and thus unveiled Phase V, CSEA's restoration and furlough reversal plan. In Phase V, all previously agreed upon concessionary agreements throughout the state were inventoried, and for those chapters not having automatic restoration components in their collective bargaining agreements, Pace told delegates that strategies are being placed to pursue the rescinding of furlough days and the elimination of reductions. He assured delegates that Field Staff is fully engaged in working with Chapter leaders to successfully challenge districts that are increasing the balances in their rainy day funds by continuing to negotiate concessions or furloughs.

"After seven years of cuts, layoffs, furloughs and concessions, California has renewed its commitment to fund education. . . and CSEA is holding school and community college districts accountable to rescind, restore, rehire and rebuild," Pace said. He added that we continue to organize new members through unit modifications and organizing.

Pace told delegates that there are still two challenges facing members, the implementation of the Affordable Care Act and the implementation of Proposition 39 but, CSEA is educating members and staff so that everyone understands how the Affordable Care Act might impact them and to also understand its basic requirements. Pace assured delegates that CSEA will take advantage of the work that will be created for some of our members through the passing of Proposition 39, work such as the maintenance and installation of energy saving equipment.

Pace also took time to acknowledge the fearless leadership of Allan who walked CSEA through "the rubble of the crisis," and gave us the fortitude to look forward to the next year with renewed confidence.

Jai Sookprasert, CSEA's Assistant Director of Governmental Relations, delivered the Legislative Report that focused on the issues of pension protection, implementation of the Affordable Care Act—the new federal health care reform, and procuring funds created by passing Proposition 39, funds that could be used for retrofitting school infrastructure creating work that could be performed by our members.

Sookprasert also talked about legislative bills that directly affect CSEA members; SB 590 (de Leon) that would establish the Classified School Employee Staff Development and Training Program; and SCA 3 (Leno) that would reduce the vote threshold for passing parcel taxes from 2/3 to 55%, a bill that ensures parity with the 55% vote for school bonds. Sookprasert also discussed the passage of AB 93 as an example of the changes resulting from the hard work of our members and staff to elect labor friendly legislators to the Capitol. AB 93 reforms the Enterprise Zone program – a program created to provide tax incentives for corporations to create new jobs in hard-hit communities. By electing a 2/3 majority in both houses, it was possible to pass important reform to put an end to abuses and require companies to create living wage jobs in order to get these tax credits.

Past President and California Public Employee Retirement System (CalPERS) Board of Administration President Rob Feckner reported on the strength of the retirement system, and touched on pension reform.

Feckner informed delegates that CalPERS investments gained 12.5 percent, well over the long-term target of 7.5 percent. "Historically, CalPERS has regularly outperformed the long term 7.5 percent goal over a 20 year average" with a "30 year average exceeding 9 percent" Feckner said.

In light of the state of California's financial woes in the last few years, Feckner said "We (CalPERS) didn't panic and our strategy is working. We've made up billions of dollars in losses that occurred when the market bottomed out bringing us to right around \$265 billion dollars as of today, the highest the fund has ever been in its history."

On pension reform, Feckner spoke on the Public Employees' Pension Reform Act which went into effect in January and he explained that "Pension reform will save employers money over the long term, up to \$55 billion over the next 30 years for CalPERS pensions alone," thereby keeping benefit levels in place for the next 30 years.

Feckner added that the CalPERS investment office and its actuarial office jointly developed what they call the Asset Liability Management model, developed to ensure member's pensions will be there when they are needed.

As President of the CalPERS Board, he assured delegates of his commitment to honor the commitment to members.

On Wednesday, delegates and staff braved the 100 degree Las Vegas heat when they marched a mile to join nearly 2,000 union brothers and sisters from Culinary Workers Union Local 226 who were rallying at the Cosmopolitan Hotel demanding safe working conditions and fair wages. An ongoing labor dispute had left the culinary workers without a contract for two years. Association President Allan Clark said that for nearly 25 years, CSEA has stood with the Culinary Workers Union. "Unions standing together in times of need is what built the labor movement," Clark said. "We will continue to help our brothers and sisters when we come to Nevada because their fight is our fight."

At close of registration on Thursday, 435 of the 745 eligible chapters had delegates in attendance, with a total chapter delegate registration of 1,402. Including the Board of Directors, Regional Representatives, Committee Chairs, Life Members, and Retiree Unit Executive Board, **total voting delegate registration for the 2013 Conference was 1,546**. We hope your chapter will participate next year in bringing this number to a record high.

CSEA's next annual conference will take place August 4—August 7, 2014, in Sacramento, California.

The following are highlights of the business of the Conference:

(a) Officer Elections

Nominations for the offices of President, 1st Vice President, 2nd Vice President, and Secretary were taken during Monday's 1st Business Meeting, and secret ballots were cast on Friday morning.

The results of the election were as follows:

President

Mr. Michael Bilbrey **Elected**
(Citrus College Chapter 101)

1st Vice President

Ben Valdepeña **Elected**
(Yucaipa-Calimesa Chapter 209)

2nd Vice President

Ms. Delores Rodriguez **Elected**
(Corona-Norco Chapter 369)

Secretary

Kerry Woods **Elected**
(Fullerton High Chapter 82)

(b) Action on Resolutions

A total of fourteen (14) resolutions were reported to the Conference delegates, with four (4) being adopted, five (5) defeated, four (4) withdrawn, and one (1) was referred to committee. A brief summary of delegate actions and the content of those that were adopted are appended to this bulletin (**Attachment No. 1**). Please share this information with your members at your next chapter meeting so they will be aware and educated on the actions that took place.

(The complete text of all resolutions and the Committee recommendations were provided to all chapters via Resolutions Bulletins distributed prior to the Conference.)

(c) Adoption of 2013–2014 Budget

A balanced 2013–2014 proposed budget was presented to the delegates on Monday. The delegates approved the Association’s general and restricted funds budgets on Thursday.

(d) Awards presented at Conference**(1) Life Membership**

Conference delegates awarded Life Membership—CSEA’s highest honor—to Allan D. Clark, Association President and member of Riverbank Chapter 31, and Dayton Smith, Retiree Council President of Napa Solano Council 5029.

Allan has been active in CSEA at the regional or state level for over 23 years. He spent 7 years on a state committee, 1 year as regional representative, 3 years as a PAC, 2 years as Alternate Area Director, and 12 years on the Board of Directors, the last 4 years as Association President. He also serves as an Executive Vice President of the California Labor Federation.

As a local Chapter 31 leader, Allan raised the rank and file worker to a level they never anticipated. Beyond that, he brought along new leaders just by “walking the walk” and “talking the talk”. As others saw the passion that drove him, it inspired them to work harder and volunteer for things they never intended to become involved in.

Dayton was placed on the Association Honor Roll in 2000. In addition to his tireless efforts on behalf of classified employees while actively employed, he continues his outstanding efforts through the Retiree Unit. He is the Council President of the Napa Solano Council 5029.

Dayton’s work in establishing Area Institutes and retreats has helped promote excellent leadership training programs throughout the state.

(2) Honor Roll

Conference delegates named Patrecia (Pat) Bollin, District C Director, Retiree Unit, and Roy Hartnell, Retiree, Lucia Mar Chapter 275, and Conference Committee Chair.

Pat has been active in CSEA at the regional and/or state level for 26 years. She has served in any number of offices and/or on committees. She has also been a stalwart in CSEAs political arena for decades, constantly pushing for better working conditions for classified employees.

As a local leader, she has been well known in the community for practically her entire work life and working tirelessly on behalf of working men and women in our state.

The work she has done over the years of dedicated service to our members has certainly set her apart from others. All of her work has paid huge dividends for all members, both active and retired

Roy has been active in CSEA at the regional or state level for nearly 25 years. He has spent 14 years on a state committee, the last seven as Chair of the Conference Committee. He previously served 10 years as a regional representative. Roy spent many years as a chapter president to

a chapter far removed from its field office. It is common that in these situations the chapter relies heavily on their elected leaders to address day to-day issues. In fact, his chapter went through a long, protracted unfair labor practice filed against the district produced by many jobs being eliminated by poor management practices and a school board sold out to a vendor. After many years they prevailed, even after he moved on from leadership on the chapter level, a true testament of his true leadership style, one that should be emulated throughout the state.

As Conference Committee Chair, the delegates have seen us progress to a class act, and a good deal of the credit goes to his mild mannered, vet respected style. There are few members who exemplify true professional in every task they are assigned by this organization. He is truly deserving of joining this elite group of Honor Roll members.

(3) 2013 Members of the Year

Carroll Canada, Projects Secretary, Coalinga Chapter 90

Ron Carson, Maintenance Custodian I, Palermo Chapter 366

Alicia Evilsizer, Special Education Assistant, Vista Chapter 389

Colleen Gamboa, Senior Payroll Accountant, San Bernardino College Chapter 291

Bambi Mayfield, Alternate Media Support Specialist, Butte College Chapter 511

(4) Legislators of the Year

Assemblyman Richard Pan, 9th Assembly District

Senate President Pro Tempore Darrell Steinberg

(5) Walter H. Blice Award

Sandra Rivera, Area G, Rio Hondo Community College Chapter 477

Mildred Imojean Cupp, Area I, President of Retiree Council 5006.

(6) 2013 Circle of Stars Award

Membership less than 500:

Magnolia 195, Area H, Region 62 of the Orange Field Office
and

Orland 456, Area A, Region 6 of the Sacramento Field Office

Membership of 500 or more:

Norwalk-La Mirada 404, Area G, Region 93 of the Santa Fe Field Office
and

Pasadena 434, Area G, Region 95 of the Santa Fe Field Office

(7) 2013 Activist of the Year

Mary Lavezzoli
Old Adobe Chapter 646, Region 24 of the North Bay Field Office

(8) 2013 William P. Schwartz Humanitarian of the Year Award

Jerry Chames, Kerman Chapter 279
and
Gloria Pinedo, Patterson Chapter 174

2. Donation Ticket Winners

Listed below are the winners of the door prizes awarded at the 87th Annual Conference:

\$1,000 Cash Awards

Rocky Fordyce, North Coast School Employees Chapter 492

Mark Mann, Bonita Chapter 21

German Paez, Chaffey College, Chapter 431

Arlene Yanes, Hesperia Unified Chapter 684

Linda Perez, Los Angeles Chapter 500

3. Conference Proceedings Books

Printed copies of the *Conference Proceedings (Minutes)* are available to any chapter that would like a complete record of all that transpired at the Conference. **One copy** of the official proceedings booklet is available to chapters **at no charge, BUT UPON REQUEST ONLY.**

Attachment No. 2 to this bulletin is the order form for requesting your one complimentary chapter copy of the *Proceedings*. Chapters may also use this order form to order additional copies of the *Proceedings* at a cost of \$15.00 each; or individual members may order their own personal copy at the \$15.00 cost.

All requests (whether for the one complimentary copy or for additional copies at cost) MUST be received at Association Headquarters no later than February 17, 2014. Payment for any additional copies must be remitted with the order form. Orders received after February 17, 2014, or orders for additional copies received without appropriate payment will NOT be processed.

Copies of the printed *Proceedings* are **automatically provided** to the Board of Directors, Regional Representatives, Standing Committee Chairpersons, and all Field Offices. The copies provided to your Regional Representatives and Field Offices are available to be “loaned out” to chapters wishing to review them, upon request.

(continued)

**SUMMARY OF ACTION ON RESOLUTIONS
2013 ANNUAL CONFERENCE**

Resol. No.	Title	Delegate Action
2013 Resolutions		
1	<p>Renaming/Redfining Insurance Committee To Benefits Committee Requires amending the Constitution by renaming the Association's Insurance Committee to Benefits\Committee and, broadening its scope to include all benefit programs.</p>	Withdrawn
2	<p>Reducing Expenses in Production of Focus Magazine Requires that Resolutions for consideration at an Annual Conference be published in their final form on the official CSEA website and the website be prominently advertised in the Annual Conference edition of the official publication.</p>	Adopted
3	<p>Term Limits for School Board Members Requires that CSEA sponsor legislation to limit the term of elected school board members to a maximum of 12 years.</p>	Defeated
4	<p>Retiree Affiliate Membership Grants voting rights for all purposes and eligibility to hold offices within the Retiree Unit to retired staff Affiliate members with twenty-five (25) years or more of service</p>	Withdrawn
5	<p>Tenure for Recreational Occupational Program Instructors Requires that CSEA sponsor legislation to allow Regional Occupation Program (ROP) instructors to be able to include their years teaching ROP courses as part of the calculation for tenure.</p>	Adopted
6	<p>California Residence for Board Members Requires amending the Constitution to create an additional eligibility requirement of residency in the State of California to run for, and remain in, an elected Association Officer and Area Director position.</p>	Defeated

**SUMMARY OF ACTION ON RESOLUTIONS
2013 ANNUAL CONFERENCE**

Resol. No.	Title	Delegate Action
7	<p>Mandatory Rest Breaks for Classified Non-Exempt Employees/Alignment of Rest Breaks with Industrial Welfare Commission Regulations</p> <p>Requires that CSEA sponsor legislation to add the Industrial Welfare Commission (IWC) Wage Order language regarding rest breaks to the Education Code that authorizes rest periods at the rate of ten (10) minutes per four (4) hours.</p>	Defeated
8	<p>12-Month Pay Options for 10-, 11-, or 12-Month Classified Employees</p> <p>Requires that CSEA sponsor legislation to mandate that all school districts and community college districts offer classified personnel who work 10 months per year the option of spreading their wages over 12 equal monthly payments.</p>	Withdrawn
9	<p>Policy 610 Exception to Ratification for Agreements That Do Not Have a Generalized Effect on the Bargaining Unit</p> <p>Requires amending Policy to add that: 1) negotiated agreements confined to a specific issue and/or circumstance that only pertain to an isolated bargaining unit position(s), individual(s) or group that does not have an ascertainable effect on the bargaining unit need not be ratified by the chapter's membership; 2) requires bargaining unit members affected by the negotiated agreement be notified and consulted prior to negotiations and that they receive regular informative updates on the progress of negotiations; and 3) upon completion of negotiations, full disclosure of the agreement be made available to the entire bargaining unit at the next available chapter meeting.</p>	Defeated

**SUMMARY OF ACTION ON RESOLUTIONS
2013 ANNUAL CONFERENCE**

Resol. No.	Title	Delegate Action
11	<p>Prior Notice Mandate Requires that CSEA sponsor legislation that mandates school districts to give the exclusive representative prior notice of not less than 15 working days of their intent to make any changes that fall under the scope of representation (including start time and hours) to an employee's working conditions.</p>	Adopted
12	<p>Impasse Abuse Protection Requires that CSEA sponsor legislation that eliminates a district's ability to unilaterally remove or add language to a bargaining unit's contract. It would also mandate that a district cannot impose changes to existing contract language unless the language is illegal, in which case both parties will meet and negotiate language for that section as to not violate existing laws</p>	Adopted
13	<p>Eligibility Requirements for Association Officers and Area Directors Requires amending the Constitution to provide that, upon retirement, Association Officers and Area Directors must reside within the State of California in order to complete their tenure in office</p>	Withdrawn
14	<p>Upgrading and Keeping Schools Safe Requires that CSEA sponsor legislation that increases campus safety for students and school staff by providing funds to update older schools, establishes procedures or special outreach to teachers, parents and staff in education preparedness, and formulates strategies for preventing attacks by developing the capacity to prevent them from occurring.</p>	Refer to Legislative Committee

**SUMMARY OF ACTION ON RESOLUTIONS
2013 ANNUAL CONFERENCE**

Resol. No.	Title	Delegate Action
15	<p>Political Support/Bring Business Back Resolutions</p> <p>Requires amending Policy to add that requires: 1) all CSEA political action donations are subject to a sixty (60) day review period by the entire rank and file prior to distribution; 2) immediate posting on the CSEA website of all CSEA endorsed candidates, donations and intended date of distribution; 3) written objections to any donation by any member to be voted on by the member's CSEA Chapter; and 4) a vote by the chapter members on written objections to any donation by any member (any objection to a political contribution by a Chapter would result in suspension of the contribution and the contribution decision would then be suspended until a floor vote is held at the Annual CSEA Conference.)</p>	Defeated

Note: Submitting Chapter for Resolution No. 10 withdrew its resolution to Conference and is therefore not included.