



**Wow Wee, Hijole!
Our Own Chapter Newsletter**

We plan to change the way Chapter #789 communicates with its members and CSEA. Your chapter is now publishing a quarterly newsletter and a Website is underway!

Hopefully, our membership will find this useful, interesting, and to their advantage

The contents of both newsletter and website will cover what's happening in our chapter and the Association, human interest topics, legislative issues, news of other chapters (if available), training dates – times and places, etc.

Hopefully, our membership will find this useful, interesting, and to their advantage. We need your ideas for content. What do you want to see? This will be your newsletter and website. It'll only be as good as YOU make it!

What's Inside...

- CSEA News
- Connecting with K...
- Chapter/Region News
- Know Your Rights – Evaluations
- Political Action
- Training – Know your Rights, ...
- Fun Stuff – Crossword
- Member Discount Spotlight

**2008 Health Care Changes
At-A-Glance**

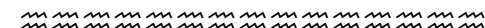
Basic HMO Premiums increase 7.4%

PPO Premiums increase 4%

No co-payments for preventative care visits;
\$5 increase for other visits.

Standard \$15 co-pay for urgent care.

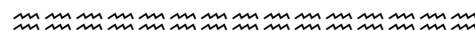
Good News: The amount that the District Contributes to our Health Benefits will increase by \$50 starting Jan 1, 2008. The District Contribution will be \$550.00 a month if you participate in a CALPERS medical plan, otherwise district contribution is \$200.00.



Logon to CALPERS new website

<http://my.calpers.ca.gov>

my|Calpers



- Find out your service credit years
- Current mailing address (allows change of address)
- Info on health Plans you have chosen
- Get a retirement benefit estimate



**Open Enrollment is
Sept 17 - Oct -12**

State Budget Approved

The governor signed the new state budget into law 8/24/07.

“After a 54-day delay, I am glad to see that the state finally has a budget in place,” said Association President Feckner. “Given the cuts in other state programs, this is a good budget for education. I am happy to see that the budget fully funds the COLA and protects other important education programs.”

Highlights of the budget include:

A 4.53 percent COLA for all K-12 education, including categoricals, county offices and pre-school.

A \$25 million increase in child nutrition meal reimbursements.

Full funding for school transportation, including a 4.53 percent COLA.

Full funding for Community Based English Tutoring Programs.

Full funding for the Paraprofessional Teacher Training Program.

A 4.53 percent COLA for community colleges, and full funding for growth at 2 percent.

National School Bus Safety Week

Oct. 22–26

CSEA represents more than 220,000 classified employees, including more than 8,500 school bus drivers and other transportation workers. Public school buses are the largest and safest transportation system in the United States. During this week, let's celebrate the patience and care our bus drivers exercise while transporting students to and from school. And don't forget to thank the mechanics and technicians who keep our buses safe and in working order.

K - o - n - n - e - c - t - i - n - g with K.....

As interim president of Chapter #789, I'd like to thank Robert Fuertes, Vice President and Kathy Golden, Secretary, for stepping up and taking on their new positions. Your participation and input (in a short time) is greatly appreciated.

Members! Your chapter will have a bona fide website soon. The website address will be announced soon. Our Newsletter will be published quarterly.

The E-Board has discussed setting a mission and goals statements for the chapter which would let our own members know their chapter's purpose for being and how or what we can work to try and achieve the goals set, besides giving notice to one and all what we're about and would like to accomplish. The membership will be discussing and hopefully by the next newsletter, we'll have something in place.

Some of our members have had issues with the COE and a way of avoiding them is to KNOW YOUR RIGHTS. I believe if we knew what we can and cannot do, these confrontations with management would be reduced. Therefore, although it's not mandatory, but IT IS to YOUR BENEFIT, I suggest that our chapter membership take the KNOW YOUR RIGHTS training. The next training at the County Office:
Dec 12, 2007 Know Your Rights 5-8pm

-Kay Kekauoha



Smile when you pick up the phone, the caller will hear it in your voice



Next Chapter Meetings

San Mateo County Office of Education

Tuesday, Oct 09 • Noon Oak Room

Tuesday, Nov 13 • Noon Redwood

Tuesday, Dec 11 • Noon Oak Room

Welcome New Members

Please look up these new folks and say hello.



No new members to report.

Goodbye to:

Manual Nieto, Microcomputer Technician



The minute you settle for less than you deserve, you get even less than you settled for



Just A FAQ – Cesar Chavez

Question: Why doesn't my school district celebrate Cesar Chavez Day?

Answer: The State Legislature granted Cesar Chavez Day (March 31st) as a paid holiday for state employees, but did not have the budgetary allocation to grant it to school districts as well. Holidays are a mandatory subject of bargaining so your chapter can attempt to gain Cesar Chavez day through negotiations. Many CSEA chapters have negotiated for his holiday already

Reference: Education Code Sections 37220.5, 45203, 88203

CSEA's Pre-Retirement Seminars

Attend a pre-retirement seminar to get tons of useful information about what to do to make your retirement easier.

You can get more information and register for these seminars at www.calpers.ca.gov. Pre-registration is not required to attend. All members and guests are welcome.

2007-2008 Pre-retirement Seminars in the Bay Area

Milpitas Oct. 13, 2007

Petaluma Nov. 3, 2007

Hayward April 12, 2008

Looking for a Job?

At EDJOIN, the premier education job website in California, you'll find over 10,000 job postings in K-12 public education.

www.edjoin.org

Know Your Rights

Get Your Job Description

When you're hired, promoted or reclassified, the employer must give you a copy of your job description, salary information, work location, work hours and work week. If any supervisor wants to change your job description, or if you find any discrepancies between the description of your job and what you actually do, contact any CSEA officer.

Evaluations and Your Rights

Have you received a work performance evaluation that you honestly believe is unjust?

According to the Education Code, you have the right to submit a rebuttal to a performance evaluation or any other derogatory documentation.

You also have the right to inspect any materials in your personnel file that might affect your employment status, except ratings, and you maintain this right for as long as you are employed. However, there are some exceptions, including: reports or records which were obtained prior to your employment, were prepared by identifiable examination committee members, or were obtained in connection with a promotional examination.

Information of a derogatory nature, with the exceptions mentioned above, shall not be placed in your file until you are given notice and an opportunity to review and comment about it. You have the right to attach your own comments to any derogatory statement. You also have the right to do this during normal business hours and you must be released from work for this purpose, without a salary reduction

Questionable evaluations

Be aware that a mark of "needs improvement" or "unsatisfactory" should be accompanied by specific instructions from the evaluator on how you can improve. Also be aware that you have the right to attach a rebuttal to the evaluation if you wish. All evaluations should be signed and dated by the evaluator and the employee; a signature of the employee does not mean that you agree, merely that you received the evaluation.

If your evaluation was not objective and the evaluator did not have first-hand knowledge of the area marked deficient, you have the right to meet with the evaluator to discuss your concerns. Do not go to a meeting of this nature without a union representative. Contact your job steward, chapter officer or CSEA labor relations representative prior to scheduling the meeting.

What is an unscheduled evaluation?

An unscheduled evaluation is normally reserved for those employees whose supervisor believes the employee has fallen below standard performance ratings. Unfortunately, most supervisors use the unscheduled evaluation incorrectly and often as a documentation procedure to establish future discipline. An unscheduled evaluation is intended to notify an employee of weak performance areas.

If you receive an unscheduled evaluation, you should be advised in writing on the form what areas are below standard and why. It is easy for a supervisor to check a box; it is another thing to give you written reasons why you are being rated "below standard." You should also be given reasonable timelines with goals and objectives on how to achieve a standard rating. If you receive an unscheduled evaluation, contact your job steward, chapter officer or CSEA labor relations representative.

Know Your Rights Concerning Hazardous Materials

CSEA knows employees are often exposed to hazardous chemicals during the course of their work. That's why CSEA thinks it's important for you to know your rights under the federal [Occupational Safety and Health Administration's](#) regulations.

Under OSHA regulations, school districts are required to list every hazardous chemical they use, provide training to workers and, upon request, give information to affected workers and their unions. The law also states that the district must make hazardous chemical "Material Safety Data Sheets" (MSDS) available and develop a written plan of how it will comply with these regulations.

The MSDS is a key part of the law because it requires hazardous substances to have information listed about the product's identity, its hazardous ingredients and its physical/chemical characteristics.

The MSDS also contains data on fire and explosion risks, chemical composition changes, first aid procedures and precautions for safe handling and use.

Listed below is a preliminary checklist of the questions you should ask before picking up chemical substances or opening containers.

Hazardous Materials Checklist:

1. Can the working material react with other chemicals? If so, which ones?
2. Is protective equipment needed?
3. What first aid measures are needed in case of an overexposure?
4. Will the material burn or explode?
5. Does the material require special storage conditions?
6. Is the material harmful to your health? What are the symptoms?

7. Has an up-to-date "Material Safety Data Sheet" been provided?

Protect your health and the health of your co-workers. Think like CSEA and demand answers to tough questions. You have the right to know.

If you have additional concerns, want more information, or need some help, please contact a job steward, chapter officer or CSEA labor relations representative

CSEA Rallies with Michael Moore for Healthcare reform

Hundreds of CSEA members converged June 12 in Sacramento to rally for major healthcare reform with filmmaker Michael Moore.

CSEA and the California Nurses Association (CNA) gathered to support the bill, which would guarantee safe and affordable healthcare for all Californians. Moore was the featured speaker at a legislative session held by state Sen. Sheila Kuehl, author of SB 840. The Academy Award-winning director's new movie, "[Sicko](#)," focuses on the American healthcare industry and takes aim at insurance companies, which rake in huge profits as millions nationwide go without adequate health coverage.

"There is no room for the concept of profits when taking care of people when they are sick," Moore said. "What kind of sick, cruel system is this?"

CSEA members were energized by Moore's appearance and confident that his film will bring more attention to the nation's healthcare crisis.

"I applaud him for taking on the healthcare industry," said Area A Director Martha Penry "It's about time someone did. Some of their practices are downright despicable."

Stockton Unified School District carpenter Kyle Harvey said Moore's support is invaluable, especially when Gov. Arnold Schwarzenegger is pitching a healthcare plan that would force all Californians to buy health insurance without any guarantee that it will be affordable.

"This film puts the blame squarely where it belongs," Harvey said. "It's no coincidence that just about the time the insurance and drug companies started posting record profits, employers started shedding health benefits and the safety net was pulled out from under the middle class."

CNA presented a special premiere of "Sicko" following the rally. The film will open nationwide on June 29. CSEA is working with CNA and Health Care for All to plan activities in cities and towns throughout California during the premiere week.

"Healthcare should be a human service, not a feeding frenzy for Wall Street," Harvey said.

Legislature Considers CSEA-Sponsored Bill

Long-term disability (LTD) is not always as long as you think. Our employer can deduct LTD days retroactively to the first sick day you used leading into your leave.

A new bill being considered by the state Assembly would change this unfair law. The CSEA-sponsored bill, **AB 1613 (Smith)**, would allow classified employees to use LTD after they exhaust their sick leave, thus extending the length of paid time off due to an injury or disability. Currently, teachers are the only school employees who enjoy this right.

Contact our legislative representatives and let them know that this bill matters to you.

To find out who your elected officials are and how to contact them, go to

www.congress.org

and enter your zip code.



Initiative Attacks Public Employees

Pension opponents are at it again. In mid-August, they began circulating another initiative designed to cut public employee pension benefits by as much as 60 percent.

The new initiative--which must collect more than 694,000 signatures by next January--is backed by the same people who proposed cutting pensions and eliminating survivor benefits for public employees killed in the line of duty.

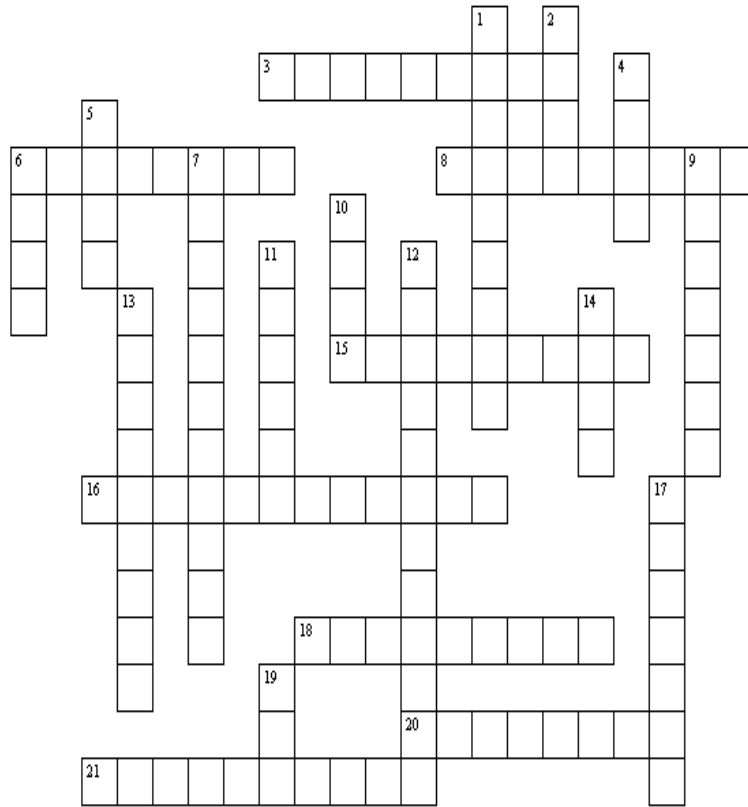
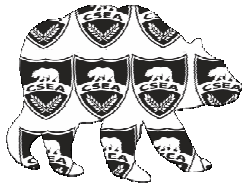
The latest effort will deny retiree health benefits for many newly-hired classified school employees, teachers, nurses, and other public employees.

So, if you see this initiative--on the streets, in front of your grocery stores, at the local mall please do two very important things:

1. Don't sign the petition and tell your friends not to sign it.
2. Let your local CSEA representative know right away.

The statewide coalition, Californians for Health Care and Retirement Security--that includes CSEA is working to keep them from qualifying for the ballot next year. Working together we can track the efforts of pension cutters, see where they are attempting to gather signatures. Together we will protect pensions and healthcare for California's hard working public employees.

Fun Stuff



ACROSS

- 3 Fee a nonunion member must contribute to a union to support collective bargaining activities.
- 6 Written agreement reached through CBA which sets forth wages, hours and other conditions of employment
- 8 Targeting a job class for special treatment in wage negotiating, with both good and bad results possible
- 15 Reduction in the labor force through natural causes such as voluntary quits, retirement, as opposed to layoffs
- 16 A customary way of doing things not written into the collective bargaining agreement
- 18 A reason an employer must give for any disciplinary action it takes against an employee
- 20 Elected representatives of the union such as president, vice president, secretary, and treasurer
- 21 The rights of employees to request union representation during meetings that could lead to discipline

DOWN

- 1 Type of benefit plan where employee decides how his/her allotted benefits dollars are to be used
- 2 Federal Government agency which administers most discrimination lawsuits
- 4 Agency created by the National Labor Relations Act
- 5 A group of workers who bargain collectively with the employer
- 6 A week to celebrate Classified Employees
- 7 A method of settling a labor-management dispute by having an impartial third party decide the issue
- 9 Employer counterpart of a strike
- 10 Law that obligates employers to provide a safe workplace
- 11 A statement in the contract that says negotiable items outside the contract will not be agreed upon.
- 12 Formal approval of a newly negotiated agreement by vote of the union members
- 13 The efforts of a third party to help parties to reach agreement in a labor dispute
- 14 A provision in the CBA that relates wage increases to the cost of living
- 17 A deadlock in negotiations
- 19 Collective Bargaining Agreement

October is Victory Club Month!

The CSEA Victory Club was founded in 1992 to raise funds to place Proposition 162 on the ballot in 1993. The successful passage of this ballot measure stopped politicians from raiding our pension fund to balance the state budget.

Since its inception, the Victory Club has raised money to help us pass local school bonds, increase education funding, elect better school board members and educate the public about important ballot measures. The Victory Club provides an opportunity for CSEA members and staff to participate in strengthening our union's political future.

For as little as \$1 a month, you can become a member of the Victory Club. Celebrate 15 years of victory for classified employees by making sure we have the resources to achieve more victories in the future. Contact any chapter officer or visit csea.com to join the Victory Club.

Member Discount Spotlight



Gilroy Gardens Family Theme Park

Previously "Gilroy Bonfante Gardens"

<http://www.gilroygardens.org/>

Discount Tickets \$23.00 normally \$29.00 and up

Gilroy Gardens Family Theme Park is a non-profit corporation. After selling their Nob Hill Foods supermarkets, the Park was founded by Michael and Claudia Bonfante and is designed to educate guests and to foster a greater appreciation of horticulture.

Check out the Circus trees

The Park features over forty rides, attractions, educational exhibits and majestic gardens. Check out the Circus trees. These very unusual, over 50 years old, one-of-a-kind Circus Trees were rescued from Scotts Valley, California. The November EVENT is "Gilroy Gardens' Holiday Lights"

◀(•:•)▶ **!!! MEMBER BENEFITS!!!** ◀(•:•)▶

CSEA Member benefits (866) 487-2732

(866) ITS-CSEA

You may purchase tickets in person (2045 Lundy Avenue, San Jose) or by phone with a credit card

◀(•:•)▶ **!!! MEMBER BENEFITS!!!** ◀(•:•)▶

New cars at Fleet Rates

Did you know that as a CSEA member you can receive huge discounts on a new car?

To locate the participating auto dealer nearest you, call Member Benefits at (800) 632-2128, ext. 262 for a complete and up-to-date listing.

CSEA Training

Here at the County Office:

Oct 09, 2007	Site Rep	5-8p
Dec 12, 2007	Know Your Rights	5-8p
Mar 11, 2008	Basic Job Steward	I 5-8p
Mar 18, 2008	Basic Job Steward	II 5-8p
Mar 25, 2008	Basic Job Steward	III 5-8p
Feb 29, 2008	Officer Training	*
	CSEA HQs	8:30a-3pm

* For Vice President, Secretary and Treasurer

Mar 15, 2008 Site Rep Coord Training
SBFO 10a-3p 3350 Scott Blvd Bldg 18
Santa Clara, CA95054

We are having CSEA's Member Benefits Coordinator, Ron Duva attend our RPM meeting on October 17th. He'll talk about the advantages of being a Member and what's being offered, such as car sale deals, trips and vacations, etc. There'll be lots of prizes and a light dinner thrown in for good measure.

I've heard Ron's presentation and he's very good. If you have any questions for him concerning benefits, then you should attend this meeting and receive your answer or answers.

I attended the LR4 Meeting on Saturday, September 22 and in our breakout session, Chapter 789 was the "sample" chapter to be rated as having strengths.

There were questions that Earl and I answered with a YES or NO. We ended up with 4 NOs.

One of the NOs was our chapter doesn't have a **Certified Job Steward**. We need at least 3, 1 for the custodian, 2 for everyone else in the chapter. There's a process that must be met before you're Certified. If anyone is interested, please notify myself or Earl Everett so we can give you the details. I raised the question what if one took the Basic, but not the Advanced, but were representing members and have been for a long time are they considered Job Stewards? I was read the criteria for the Stewardship and NO, we are not Certified Job Stewards. **THUS, the TRAINING!!!!** Hope someone steps up to the plate!

-Kay Kekauoha

Just a FAQ - Vacation

Question: I was on my District approved scheduled vacation, when I became ill. Can I automatically change to sick leave and not use my vacation?

Answer: It depends. The Education Code provides permissive language that the District may allow you to interrupt your vacation and begin another type of leave without returning to work as long as you provide relevant documentation. Your local contract may provide that you're able to change your leave status without the District's permission.

Reference: Education Code Sections 45200 and 88200; local CSEA contract



Your Union is just a phone call away!

Chapter Officers:



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Kay Kekauoha
650.802.5576



Vice President
Robert Fuentes
650.802.5584



Secretary
Katherine Golden
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