



# OSS Sentinel

Volume1 January 2011 Issues 1



PROTECT YOURSELF

## CLASSIFIED CATASTROPHIC LEAVE BANK OPEN ENROLLMENT

### The State of our Union ...Chapter #724

#### A Message from President Ethel Larkins

Welcome Back!

Hope you all had a safe and restful holiday. As you know we had Chapter Elections in December 2010, which were held at Roosevelt Middle School. Our monthly chapter meetings are "BACK" at Birney Elementary School Auditorium, 4345 Campus Avenue. Meetings will be held the 3<sup>rd</sup> Wednesday of the month at 6:30 pm.- 7:30pm, look forward to seeing more of you there!

We need your help to save jobs with the work that's ahead of us in the coming months. We need you to help save jobs, find ways to save money, and stop waste at the District. Come out and show your support by attending board meetings, sign the petition save Magnet, VEEP, and special program busing and take the survey to help protect our work.

THANK YOU to all the Past members that worked on the E-Board in the different areas with a special thanks to former treasure Robert Bolz! Special recognition to former Vice President Tom Nichols of PPO, Co-Chair of Negotiations for his help with for bargaining Contracts, member of Contract Administration Committee (CAC), and part of the Executive Board.

We have a new Interim Field Office Director Keith Pace, from Northern Ca. field office. Erik Olson -Fernandez has Left us and we wish him well and we thank him for his leadership and service to the San Diego Field Office .

REMEMBER WE HAVE STRENGTH IN UNITY!



### "URGENT"

#### How will Superintendent Bill Kowba and board members reduce the 141.6 million dollars deficit for the 2011-2012 year?

At a board meeting that took place on January 6, 2011 at approximately 7:45 pm, among the possible answers are school closures, reforming of schools, cutting the number of vice principals in half, eliminating counselors, eliminating school nurses', and limiting busing to the bear minimal the Federal law allows.

What does this mean? The 2011-2012 year will be one of the worst for lay-offs in OSS Chapter #724 history, particularly in the Department of Transportation. The district is forecasting over 150 drivers jobs are on the chopping block.

Magnet and VEEP programs in the district have routinely depended **completely** on buses to transport students from the south to the north. If busing is eliminated for the Magnet and VEEP programs, parents will loss their right to make fundamental educational choices for the future of their children. Worst, eliminating busing hurts our children in the most at-risk communities leaving them with inadequate education. Thus eliminating busing becomes an issue of equal access to public education.

What can you do? On Monday Jan.10-March 2011, OSS Chapter #724 will be campaigning heavily to make sure our employees, parents and children get the quality programs they rely on. We need you to take action now! How you can help?

:Sign save Magnet and VEEP busing petition;

:Write an email to the board of education and let them know you support educational choice. Send email to board@sandi.net an CC: to flory\_canto@cox.net.

Talk, Talk, Talk, to your parents and let them know about what's at stake.

January 2011 is the **annual** open enrollment period for permanent employees who wish to participate in the Classified Catastrophic Leave Bank. Employees in the (OTBS), (OSS), and (PARA) bargaining units **must annually donate** a minimum of one (1) or more days of full salary sick leave or one (1) or more days of full salary vacation day to the bank. Donating one or more days qualifies the employee for membership in the bank should they ever need a donation of sick leave days and assists other employees who are catastrophically ill or injured. Donations after Feb.1 requires a 120 day waiting period. Give to the bank your livelihood could depend on this one day.

For more information call Gloria Rangel at 619-725-8172.

### "DID YOU KNOW...!"

If you are injured on the job, and wish to be treated by your personal physician verses the posted medical provider networks' the District uses, you can.

Per Labor Code 4600, San Diego Unified School District has a form called the Voluntary Pre-Designation of Personal Physician for Industrial Injuries/Illnesses that must completed and signed by your doctor.

For more information about the Voluntary Pre-Designation form, please contact the Risk Management Department at (858) 627-7347.

Return completed and signed original form to Risk Management Department, Revere Center, Rm.7, 4100 Normal Street, San Diego, CA 92103

### Crucial Times Call for Necessary Measures

Due to the severe budget cuts predicted, the district is distributing a Seniority Verification form to all supervisors to hand out to employees. The district is asking you to check and confirm the information on this form is correct. If you have not heard of or seen this form see your supervisor immediately. On the other hand, if you have knowledge of this form but have not filled it out and returned it to the District, please do so immediately. Remember the amount of time you have on the job may determine your benefit levels. Make sure you information is correct.





AFL-CIO

"You Talkin'  
to ME?"



Have you ever been so shocked by managements answers to your questions that you were literally left standing in awe?

If so, tell us about it. We want to hear the solution you, your steward, or Labor Representative came up with to resolve the issue.

Share your story and see how it connects with someone else.

Email your story to  
cmw92116@yahoo.com

In the subject line write, OSS Sentinel "You Talkin' to Me?" Story



### Food for Thought

The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint to keep from meddling with them while they do it.

Theodore Roosevelt

A Huge Thanks to All of Our Officers who get the job done.

# OSS Sentinel

Messages' from our Vice Presidents...  
"In case I don't see you"

V.P. Joni Collins Distribution

Happy New Year! If you have been to the Warehouse/Supply Center sure you have noticed we are busy. Currently we are housing all the food. A new freezer was added at the warehouse which allows Food Services Truck Drivers to receive food for sites in "our own house" as opposed to out-sourcing. Bringing the food in house is a cost efficient way of doing business. Though the innovation and technology behind this freezer is a tremendous asset to the warehouse, it does have its challenges. I'm happy to say, our Labor Rep Leticia Mun-guia is diligently working with management to overcome these challenges. Interim's Eric Labette and Frank Lazar are the first to undertake this difficult task and I personally thank them. Though the job is not yet posted, it will be under a brand new Stock Clerk position specifically geared towards the food freezer.

In addition, we are also housing and delivering promethean white boards at the warehouse, part of the 21 new technology for SDUSD students funded from Prop S. Thanks to the Board of Ed, we are also housing paper and other line items that were being out-sourced.

Lastly, due to an arbitration settlement the warehouse has new positions.

Pay attention to the board's agenda and remember doing the work "in house" is cost effective. No Contracting Out Our Work



I would like to welcome all of food services' back from the holiday break. I look forward to working with each and every one of you. Together we can make 2011 a better year.

Are you an advocate? Do you love problem - solving? If this sounds like you, become a Steward. Stewards advocate on behalf of our members and are the eyes and ears of the Union. They attentively work to defend members on the job and serve in the critical position of Union-Management liaison. Please contact me if you are interested.

A huge thanks to everyone who voted on Dec. 16th 2010.

Attend your chapter meetings and Remember, we are family.

Derrick Howard VP Food Service



V.P. Derrick Howard Food Services

V.P. Albert Castelo

I wish this could be left as an article of high spirits, but because of the district budget crisis it is crucial you are aware of what is taking place within our district. Now is the moment when we need to be more unified than we have ever been before as members of OSS #724. The only way we are going to get through this threat is to stay unified and informed as events unfold from day to day. This is a CALL TO ACTION! Your active participation is vital to our continued existence in the essential support role we play for the students of this district.

Our mission is to support the quality educational experience of the students of the San Diego Unified School District. This can't happen when the rights of Parents to choose the direction and type of educational opportunities afforded to their children are being threatened. We must support the parents and students of this community by standing with them to ensure that the quality programs they rely on continue to exist. The issues are about equality and justice in education for all students. This can only happen when there is a place at the proverbial table for everyone.

Alberto P Castelo  
VP Transportation



The time has come for a trusted friend and leader of CSEA to say bye. Mr. Tom Nichols has been VP of PPO over 15 years. Tom has given the district so much over his 17 year career. His leadership and experience will be truly missed.

Tom you have earned the respect of the CSEA and district staff over the numerous terms as VP of PPO and as a job steward. You have been a friend, a teacher and a valued employee.

On behalf of CSEA I would like to say thank you for the many years of dedicated service.

Sincerely,

Interim VP of PPO Glenn Degler

Intern V.P. Glenn Degler



NO REPORT

V.P. Lance Wren  
Custodial



Jan.22 2011

Officers Skills Training- Presidents, Vice President Secretary, Treasurer, CPRO, Chief Job Steward Wangerheim Middle-9230 Gold Coast Drive San Diego,CA 92126-3725

March 5,2011

Bargaining Academy -SDFO-start @ 9:00am - 6 hrs

May 7, 2011

Advance Job Steward Refresher -SDFO-starts@ 9:00am 3hr

Call (858)202-2610 for registration information.

FREE TRAINING

### "What Have You Done for Me Lately?"

Remember, the difference between a boss and a leader... A boss says "Go " A leaders says "Let's go"

### Labor Relations Representative Leticia Munquia

OSS Chapter #724 Salutes Your Leadership Style

#### Our Wins

1. OSS SUCCESSOR CONTRACT 2010-2013- Completed an entire contract cycle with bargaining team and removed long standing imbedded waivers.
2. Lay-offs in unit- active in discussions with management, focusing on reorganization and proactive discussions and focused on a waste campaign.
3. In Source Classified Work- Elimination of a long standing practice of First Student, Inc contract taking Transportation Services bus routes. Developed more work for the Warehouse and Supply Center and brought paper back into the Warehouse for classified work. Total economic impact: \$ 4.5 Million dollars per year.
4. Health and Welfare Coordinated Bargaining- Historically, CSEA and its three units unprecedented partnership in defending Health and Welfare Benefits. As Chief Negotiator for the three units-defended Health and Welfare changes. Advocated for the AFA as the selected audit company. Strengthen the unity message among three units and development of a common fight.
5. Chapter Release Time Program- Applied and received funding for another year of the Chapter Release Time Program and the continual education of chapter job stewards.
6. San Diego Unified School District adopted Single Payer Health Care Resolution-The SDUSD Health and Welfare Caucus a collective of Labor unions at SDUSD agreed to submit and request a Health and Welfare resolution by the Board of Trustees that stands in unity with the uninsured workers at SDUSD and in support of Single Payer Health Care.
7. Chapter 724- Joined the San Diego and Imperial Counties Labor Council-  
The Operations-Support Services Bargaining Unit voted unanimously to participate and build a union presence in a historic move to join the CLC at the local level.

### UNION DEMOCRACY IN ACTION

CSEA is dedicated to the right of its members to participate in the decision-making processes within the association at all levels. Among the most protected and revered rights of union members are the right to vote and to hold office.

Positions filled were for elective offices of Treasurer, Public Relations Officer, Vice President-Distribution, Vice President-Food Service, and Vice President-Transportation.

San Diego Chapter #724 Elections Results

Vice President Transportation Albert Castelo---148 Dorothy Franklin---16  
Vice President of Food Services Derrick Howard --34 Debra Davis ---10  
Chapter Public Relations Officer Christy Williams----247 Aminah Walker---36

"What happens in Vegas... stays in Vegas!"  
Not if you want to go to Conference...we need to hear from you.

### "IT's Conference Time"

The 85th Annual State Conference will take place July 24th-29th, 2011 in Las Vegas, Nev.

**Delegates:** Voting delegates to an annual conference of the Association (and their alternates) shall be designated from among the active members in good standing as follows: The Chapter President. Vice President-Custodial, Vice President-Distribution, Vice President-Food Services, Vice President-Landscaping, Vice President-Maintenance & Operations, and Vice President-Transportation.

### Eligibility:

Delegates/alternates shall be elected from among the active members in good standing of the Chapter who have attended at least one (1) chapter meeting and four (4) additional chapter meetings and/or CSEA trainings within the 12-month period immediately preceding the month in which they are nominated (March through February).

### Election:

Nominations for the authorized delegate positions, other than the President, shall be taken at the regular chapter meeting in March, and election shall be by secret ballot at the regular chapter meeting in April. Alternates in sufficient numbers for each of the authorized delegates, to include an alternate for the President, shall also be elected. Notification of nominations and election and all other procedural matters relating to delegate and alternate election shall conform to Association Policy 618 and shall be conducted under the supervision of the Elections Committee. In the event a delegate cannot attend, the Executive Board shall determine which alternate shall replace the authorized delegate.

**Responsibilities:** Delegates shall attend all conference business and other sessions of importance to the chapter. In addition, the delegates shall attend at least one orientation meeting at the regional or area level of the association concerning the resolutions to the upcoming conference, as directed by the Executive Board. Provide written and oral reports on conference activities to the chapter membership at the first chapter meeting following the conference. If a delegate does not attend all conference sessions and is not excused by the Regional Representative and/or Chapter President, all monies paid on behalf of the delegate to attend conference will be returned to the Chapter within 90 days of the close of conference. If not repaid in a timely manner, the delegate may be subject to member disciplinary charges. The Chapter shall pay for double-occupancy housing (shared rooms) at conference. Members with medical conditions, verified by a doctor's note are entitled to single housing



CSEA  
6341 Nancy Ridge Dr.  
San Diego, CA 92121.

Action  
Required!  
Read and  
Become In-



**2011 Chapter Meetings**

**Dates**

Wed., Jan. 19th

Wed., Feb. 16th

Wed., Mar. 16th

Wed., Apr. 20th

All meetings are on the 3rd  
Wednesday of each month and  
will take place at Birney  
Elementary Auditorium.

4345 Campus Ave

San Diego, CA.92103

6:00 p.m.- 7:30 p.m.

A light meal will be served.

**California School Employees Association**

**Operations Support Services (OSS) CHAPTER #724**

**Contact Information**

President- Ethel Larkins-619-281-0489(W) 619-474-0416 (H)

VP-Transportation-Albert Castelo-(619)347-0805 Flor\_y\_canto@cox.net

1st VP-Custodial-Lance Wren-(619)-203-3656-lwren@cox.net

VP-Distribution-Joni Collins-(619)-227-6667-jonilcollons@yahoo.com

VP-Food Services-Derrick Howard-(619)528-8297(H) (619)804-2465 (C)

VP-Landscape-Johnnie Colvin-Lcolvin7@cox.net

Interim VP-PPO-Glenn Degler-(858)573-5700-deglammer@yahoo.com

Political Action Coordinator-Glenn Degler

Secretary-Linda Johnson-(619)583-6623-santa48@cox.net

Treasurer-Larry Isom-(619)501-2750-unionlarry@hotmail.com

Interim Chief Job Steward-Larry Isom

Chapter Public Relations Officer (CPRO)-Christy Williams-mailbox #413-cmw92116@yahoo.com

**Labor Relations Representative-Leticia Munguia-(858)202-2627**