

West Contra Costa Unified School District To all Local One Members



PEU, LOCAL ONE

THE UNION FOR
PUBLIC EMPLOYEES
ORGANIZED IN 1941

Cut Positions Saved, Major Benefit Fight Looms

MAY 2009

Thanks to the hard work and effort of Local One members, we were able to minimize the pains of layoffs by getting the School Board to keep the four School Community Outreach positions at the April 22 School Board meeting. (Earlier, the administration had backed off from cutting one IT position.)

The action was taken by the Board in spite of the Administration's recommendation. This would not have happened had it not been for the Bargaining Team/Executive Committee and Local 1 members waging a hard fight around the layoffs.

Members turning out at the board meetings, picketing, leafleting, putting up stickers and signs, going to the media, prodding and lobbying the school board has definitely produced a strong impact. On April 1, we picketed the board meeting and were successful in delaying the vote to give us a chance to meet with the Administration. The very next day, the Administration called for a special board meeting in a blatant attempt to renege on its commitment. Members turned out on short notice as three days later the Board postponed the vote for a second time and directed the Administration to meet with us.

The Bargaining Team met with the Administration three times and demanded a thorough review of the proposed cuts. We found out that a frontline program, Comprehensive Student Support which deals with dropout prevention and recovery, was on the chopping block. The District stood to lose more in student enrollment, community support and state ADA funding by cutting 4.0 FTEs in School Community Outreach and we pushed hard to save the program.

Importantly, we worked through the procedure and placement of affected members to minimize the impact and pains caused by the cuts.

We fought against the perks and squandering of needed resources. The District has 3 vehicles that are used for travel from home to work by the Executive Director of Maintenance and Operations, the Maintenance Manager, and the Operations Supervisor. They drive their District vehicles home each day, using district vehicles for commuting and personal use. This is outrageous in these times when frontline employees are being laid off while executives continue to receive their perks and benefits.

We questioned management redundancy and demanded that the Administration produce organizational charts so we could examine executive positions to streamline operations. We pointed out that there is no need for the Maintenance Manager position. We don't need three Human Resource Directors and three K-Adult Executive Directors.

Our outcries on management perks, fairness, and equity have not gone unnoticed. We will continue to dig deep into management functions to cut unneeded positions and waste, as well as hold the Administration accountable on all their actions before the Board.

We have 2 pending grievances related to the earlier round of so-called 'vacancy cuts' in the Maintenance division. As far as we are concerned, the vacant positions, the majority of which were not posted and went unfilled for years, should have been filled and subject to the no-layoff provision in the Maintenance Agreement. We will be meeting with the district shortly over this.

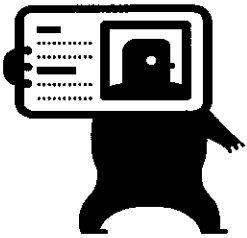
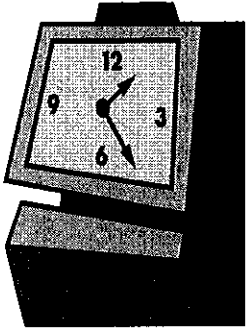
Another tough fight is looming with contract and benefit negotiations. Out of over 1,700 Local 1 classified employees, only a little over 700 are eligible for benefits. Compared to other district employees, Local 1 classified employees are all on the low end of the pay range. We cannot afford to pay for our benefits. An across-the-board hard cap on benefits will be grossly unfair and inequitable.

Contract and benefits negotiations will be intensifying in the coming weeks. Please stay informed by attending the upcoming membership meetings, calling in to the bargaining hotline: (510) 222-0787 and checking out the postings on the Local 1 website: www.peu1.org and click on Quick Link WCCUSD Negotiations.

DO 'THIS' NOT 'THAT'

Here are a few issues that Local One has ran up against recently. We want to inform our members that there are certain actions that you should take to make your day and work flow more easily:

1. Do fill out your time sheet or time card correctly. If you report to work at 7:00 a.m., but you arrive to your job site at 7:15 a.m., do not put 7:00 a.m., on your time sheet or time card. If you fill out your time sheet as if you reported to work on time it may be deemed as falsifying records. Falsifying records can lead to suspension and dismissal.
2. Do call sub-finder, if you are required to do so, prior to your shift beginning. If you are scheduled to report to work at 7:00 a.m., and you are sick please call sub-finder and obtain a job number so that you will have proof that you made the call.
3. Do request that your union representative be present if you are facing any discipline or investigation.
4. Do not remove property or food from a WCCUSD facility or site without written authorization from your supervisor. For example, if you take food from a facility and have been told the methods for food disposal, this will be seen as an offense. Improper removal of food can lead to dismissal.



Local One membership cards now available!

With this card you may register on our website to receive news specific to you!

This card can be used when voting takes place within the Union and eventually we will have discounts available when you use your card.

Local One Prevails in Removing Unsubstantiated Material from Employee's Personnel File

Local One filed a grievance on behalf of a Custodian who received a written reprimand. The Custodian was not given an opportunity to sign for the written reprimand to indicate that he had received a copy before it was placed in his personnel file. Local One filed a grievance and claimed that the employee should have been afforded an opportunity to sign for the written reprimand. The grievance went to a step 4 hearing. Local 1 was able to prevail in enforcing the contract and the written reprimand was removed from the Custodian's file.

Local One Prevails in Protecting Rights of Laid Off Employee

As a result of a reduction in force, a Typist Clerk was laid off last year. Thereafter, she received substitute work at various sites during the school year. However, she did not receive any substitute work for a two-week period in February of this year. Local 1 filed a grievance on her behalf and claimed that the district owed

her back pay for the two-week period because the district failed to provide her work while substitutes with less seniority were working. The grievance went to a step 3 hearing and Local 1 was able to prevail in enforcing the senior rights of the laid off employee with a settle-

ment for the district to pay her the lost time.



Classification Corner

School Community Outreach Specialist

This is the Paraprofessional classification that the District spared from the layoff list at their April 22, 2009 Board of Education meeting. School Community Outreach Specialists work in the Comprehensive Student Support (CSS) programs at Bayview Elementary, Downer Elementary, Lake Elementary, Lincoln Elementary, Peres Elementary and Wilson Elementary schools, which are schools that serve some of the most challenged communities and families. The CSS program has demonstrated significant improvements in WCCUSD student achievement through increased student attendance, increased student retention, increased student performance via API and AYP measurements and social performance.

The Outreach Specialists work at CSS schools to ensure community resources flow into their respective schools to increase the school's capacity to respond to student needs and have raised an average of \$177,791 per school from community partners providing resources and in-kind support (California Department of Education website, April 22, 2009). Outreach Specialists receive specialized trainings on the CSS program and have implemented state approved strategies, which have a significant positive impact on school climate and culture (California Department of Education website, April 22, 2009). CSS schools in California for the 2007/08 school year, have increased their API growth an average of 13.76 points per year, 72.27% of CSS schools met or exceeded their API growth targets for the 2007/08 school year and CSS schools consistently outperform their District's daily attendance by an average of 19% since the 2005/06 school year (California Department of Education website, April 22, 2009). The District is in the process to see how the Outreach Specialists have impacted the students, attendance and various scores in WCCUSD.

School Community Outreach Specialists are one of the many classifications in the classified service that impact WCCUSD students on a daily basis. This section of the newsletter will continue to identify various classifications in the District to bring notice to the importance of ALL Local One classifications and how they play vital roles in students' lives in WCCUSD. If you have a suggestion for the next newsletter or would like to provide some information on a particular classification, please do not hesitate to contact your leadership and/or Business Agent.

Evaluation Grievance Resolution

Local One filed and prevailed on an evaluation grievance filed on behalf of a WCCUSD Paraprofessional member. The grievance centered on the evaluation being signed by both the teacher and the principal, the evaluation being solely based on secondary information (rather than direct observation) and the fact that there were unsatisfactory ratings with no detailed recommendations and action plans to comply with contractual language. The grievance was resolved at Step One in the process based on the solid information the member and Local One provided during the meeting.

Article 13 - Evaluations, Section 3 of the contract between Local One and the District reads: "No evaluation shall be made based upon hearsay statements but shall only be based upon the direct observation and knowledge of the evaluator(s). Any negative evaluation shall include specific recommendations for improvements and provisions for assisting the employee in implementing any recommendations made." The language is very clear and a negative evaluation should have lots of useful information for the employee to apply for the next rating period (i.e. how one did not meet the standards/expectations, what the expectation is and the recommendations to meet the standards/expectations and an implementation plan for the recommendations made.)



HAVE YET TO RECEIVE YOUR MEMBERSHIP CARD?

You can stop by our office during business hours (8:30 a.m. to 5:00 p.m.) and we will be happy to provide your card and the registration process sheet to get you started.

**WEST
CONTRA
COSTA
UNIFIED
SCHOOL
DISTRICT
NEGOTIATIONS**

**Hotline:
(510) 222-0787**

Stay up to date with the status of negotiations in the WCCUSD

Negotiations occur weekly

Updates also available on our website at www.peu1.org

(Click on Quick Link WCCUSD Negotiations)



ATTENTION!

GENERAL MEMBERSHIP MEETINGS *Save Our Jobs! Protect Our Benefits!*

WHEN: THURSDAY, MAY 7, 2009 & TUESDAY, JUNE 9, 2009

TIMES: 2:30 P.M., 3:45 P.M., AND 4:45 P.M.

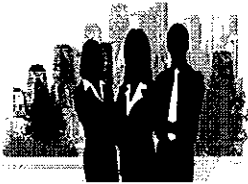
WHERE: UNION HALL, 4197 LAKESIDE DR., SUITE 170
RICHMOND, CA

AGENDA:

- Layoffs Update
- Bargaining Report
- Contract Enforcement



ADMINISTRATIVE PROFESSIONALS DAY



April 22, 2009 was Administrative Professionals Day. Local One staff wants to extend a heart felt Thanks to all of our members that serve the District with their tireless effort. The front line workers of this District enable the principals, assistant-principals, managers, and directors to all do their jobs. We salute you and congratulate you for all of your hard work!
HAPPY ADMINISTRATIVE PROFESSIONALS DAY!

AMUSEMENT PARK TICKETS INCREDIBLE DISCOUNTS TO OUR MEMBERS

Did you know that Local One members receive special discounts to amusement parks throughout California? Tickets are sold at each office with the exclusion of Disneyland, which must be purchased at the Martinez office. You may purchase with cash, Visa, MasterCard, or debit card with the Visa/MasterCard logo. No personal checks will be accepted. It is strongly recommended that you contact your local office to verify availability. This will help avoid an unnecessary trip if the tickets are not in stock.

Discovery Kingdom

Member Price \$43.00 / Regular Price \$59.00

Disneyland - Available At Martinez Office Only

2 Day Pass 10 years or older - Member Price \$127.00 / Regular Price \$132.00

2 Day Pass Ages 3 to 9 - Member Price \$108.00 / Regular Price \$112.00

Great America

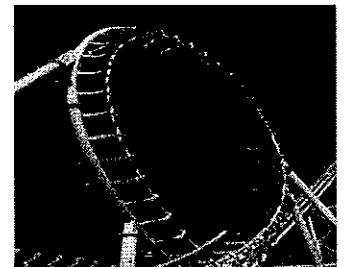
Member Price \$34.00 / Regular Price \$51.99

Legoland

Member Price \$43.00 / Regular Price \$59.00

Universal Studios

Member Price \$51.00 / Regular Price \$64.00



**Note: Disneyland and
Discovery Kingdom
tickets available now!**

4197 Lakeside Drive, Suite 170
Richmond, CA 94806



Phone: (510) 222-5012
Fax: (510) 222-8858

**Public Employees Union,
Local One**