



CSEA Chapter 293

September 2011

Classified Comments

Check us out online: www.pylcsea.com

Welcome Back - Negotiations Update

We hope you have all had a relaxing summer with family & friends; hopefully all you 12 month employees were able to take some vacation time, too!

On the evening of September 7, 2011, your CSEA #293 bargaining team reached a Tentative Agreement with PYLUSD for your new contract. The full details of this Tentative Agreement will be presented to you – the members of CSEA #293 – for your approval (ratification) – at a special Ratification Meeting to be held on Thursday, September 15, 2011 in the DEC board room. While the TA does contain wage reductions in the form of furlough days as well as delays in step advancement, the TA also contains the following enhancements for you:

- Enhanced contract language referring to Non-Discrimination Board Policies of PYLUSD
- Enhanced ability to collect relevant District data in an electronic format
- Dedicated space for CSEA to perform Chapter business on District grounds
- Enhanced ability to select a panel member for classified interview
- Binding Arbitration on grievances – This means that future disputes with the District over contractual issues can now be heard in front of a judge who will have the final say rather than the District
- Enhanced Transfer and Promotion Language now combined into one article call Personnel Provisions. This new and stronger language will provide that transfer request from employees in the same class and same hours should be considered prior to filling vacancies. It also provides that postings shall include the anticipated start and end time for the position.
- Ability of employees to donate available sick leave to the Catastrophic Leave Bank upon separation from the District.
- Clarification that employees who are or will be on leave will not be required to secure their own substitute.
- Provisions for pay for on-call time so that employees are compensated if asked to monitor district issued equipment during their normal non-work time.
- Improvements on property loss language of up to \$500.
- A commitment to address the Ewing reclassification study of 2008 prior to June 30, 2012.
- A commitment to establish a uniform workload for custodians
- Language establishing that for the 2011/2012 school year, skills, seniority, and availability will be the criteria used in assigning overtime to maintenance employees.
- Enhancements to communications regarding summer work opportunities in Special Education and Food services and the way that members in these classifications will have the opportunity to identify their interest in these opportunities.
- Layoff protection.

Next Chapter Meeting

Monday, October 10

5:15 p.m.

ESC Large Conference Room

Site Reps – please arrive at 4:45

Did you know...??? According to our contract - The unit member shall be compensated at one and one-half times the unit member's regular rate of pay or given compensating time off equal to one and one-half times the hours of overtime worked. Established in the [California Education Code](#) and a federal law called the Fair Labor Standards Act (FLSA), the FLSA requires employers to compensate employees for all work "suffered or permitted." The FLSA also *forbids* employers from allowing employees to "volunteer" to work; employees **must** be paid to work!
Our contract can be viewed online at:
<http://www.pylusd.org/personnel/pdf/contract-class.pdf>

**PYLUSD is pleased to announce a new voluntary benefit:
 Long Term Care Insurance**

What is long term care? Long Term Care is ongoing personal assistance for an individual who, as the result of an accident, illness or age, needs help performing daily activities (things like bathing or dressing) or maintaining their health. Long Term Care isn't just for the elderly. About 40% of care recipients are people under the age of 65 who have suffered an accident or illness. Long Term Care can be very expensive; the average cost for a private room in a skilled nursing facility is over \$76,320 per year. However, there are several options available to us should we need care. Many of us will choose to receive our care at home or in an assisted living facility should we need care in the future. PYLUSD is offering a voluntary Long Term Care plan to help pay for the costs associated with receiving this type of care. In October, you will have the opportunity to attend a live session to learn more about this new benefit and enroll for coverage. This initial enrollment period will be your one and only opportunity to enroll in coverage with guaranteed issue (no health questions up to certain limits). Additional details will be sent to you in the coming weeks.

Michael Bilbrey Elected to CalPERS Board!

Michael Bilbrey has won election to the California Public Employees' Retirement System (CalPERS) Board of Administration. Bilbrey, CSEA First Vice President, handily won a special runoff election to take a seat on the 13-member board. "Thank you to everyone for all your support and diligent efforts on our campaign," said Bilbrey, a 22-year employee of Citrus College and the only classified school employee on the ballot. "Your dedication to winning this election made all the difference!" Bilbrey becomes the second CSEA member to currently sit on the CalPERS board. CSEA Past President Rob Feckner is the current CalPERS board president.

	Executive Board	
President	Allyson Holt	366-0729
1st Vice President	Job Suarez	681-3095
2nd Vice President	Aydin Laghaie	985-8446
Secretary	Joan Miller	528-1667
Treasurer	Cheryl Townsend	985-8425
Chief Job Steward	Ray Tschudy	376-7937
Webmaster	Robert Moreno	393-0389
Sergeant at Arms	John Terby	488-4512
Site Rep Coordinator	Chris Lawyer	615-0896
Site Rep Coordinator	Janet Vash	986-7180 x 32015
Communications Officer	Linda Sandoval	875-1843