



California School Employees Association

GENERAL INFORMATION BULLETIN

August 22, 2014

General Information Bulletin No. 26-14

2014 CONFERENCE RECAP AND ORDERS FOR CONFERENCE PROCEEDINGS BOOK

Action for Chapter Presidents:

1. **Presidents of Chapters without representation at the 2014 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 *2014 Conference Proceedings* transcript.

A. SUBJECT MATTER

1. TO THOSE CHAPTERS HAVING NO DELEGATE REPRESENTATION AT THE 2014 CONFERENCE

We hope to see you at the next Conference in Las Vegas. 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 Las Vegas (July 27, 2015 through July 31, 2015.)

When Conference was not in session, delegates attended Education Days seminars and forums. The educational seminars addressed a wide range of issues and offered practical solutions for common challenges facing CSEA members that included information on saving for retirement, dealing with students with emotional disabilities, conquering fear, understanding district budgets, and topics on CalPERS.

Approximately eighteen hundred CSEA members, guests and staff attended CSEA's 88th Annual Conference, held August 4 through August 7, in Sacramento with the theme of "Inspire – Engage - Lead." Conference delegates voted on resolutions and approved a budget for the coming year. Three resolutions were adopted, two were defeated, two were withdrawn, and one was referred to committee for further development.

Delegates honored outstanding members and heard from California elected officials.

2. STATE OF THE UNION

On opening day in his first State of the Union address, Association President Michael Bilbrey assured members that his work began the day he took office and that this great Union is looking to the future. He told members that CSEA is developing trainings to help members better do their jobs and to train

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those who want to move into chapter and regional leadership positions. President Bilbrey indicated that member development is important saying, “Each will have assessments and evaluations to be sure that our trainings are working and are relevant to members’ needs.”

He told delegates that his priority is ensuring that dues dollars are spent wisely. This effort resulted in a maximum return on investment and CSEA’s ability to bring a balanced budget to Conference. Despite an improving economy, he said “we will not lose sight of remaining prudent and cautious in our decision making regarding our budget dollars.”

President Bilbrey called on members to remain politically inspired and engaged to elect pro-education government officials like Governor Brown, State Superintendent of Public Instruction Tom Torlakson, State Treasurer John Chiang, and Controller Betty Yee. But, he added that local school and college board elections are also important elections. “I hope you are fully engaged” he said, “It’s never enough to just vote . . . elections are often won by our campaign efforts.”

President Bilbrey assured delegates that he was keeping his promise to be accessible to all members. He highlighted his visits to chapters from as far south as Needles to as far north as Mt. Shasta in Northern California near the Oregon boarder. He stated, “Visiting chapters has given me the knowledge to address issues with the Department of Education and legislators . . . to advocate in a more informed way for our members.” He thanked the Board and all of his appointed leaders for putting in long hours in their efforts to inspire and engage the members. The President also acknowledged the Central Labor Council Taskforce, as on their watch the number of chapters who joined their local central labor councils has increased from 17 to 62.

President Bilbrey established a Technology Taskforce which has been asked to explore the use of social media and determine how committees and regional representatives and other leaders can use technology to more effectively do their jobs.

He ended his state of the union by saying that CSEA has endless possibilities and that members have a power that remains untapped. “I believe in you” he said, “and believe that the best is yet come for our great union.”

3. EXECUTIVE DIRECTOR REPORT

On Monday Executive Director Dave Low delivered his annual report. He credited the members and their hard work for passing Proposition 30 that has provided California relief from the worst recession in our state’s history. He stated that there had been a reduction or elimination of furlough days, jobs and benefits are being restored, and classified employees are seeing pay increases. “Due to your hard work, this year’s budget will increase public education funding by over \$10 billion dollars” he said.

He said that during the recession, districts carried reserves as high as twenty percent at the expense of classified employees who suffered cuts, layoffs, and furloughs and that is why CSEA supported the Governor’s creation of the Local Control Funding Formula (LCFF) that now requires school districts to develop Local Control Accountability Plans (LCAP) which require input from classified employees. In addition, because of CSEA’s influence, school districts are now limited on how much they can stow away.

He talked about the fight with San Jose Mayor Chuck Reed whose ballot measure would have allowed public employers to reduce or eliminate pensions for current employees. Fortunately, it did not qualify for the November ballot. Low reported that 97% of CSEA endorsed candidates won their primaries and that we are now preparing to elect them in November. “So now,” Low said, “instead of spending millions of dollars in November defending our pensions, we can focus our energy on re-electing our friends.”

Sacramento used to refer to our Union as little CSEA and the state employees union as the big CSEA, but now the state employees union no longer exists, and “is a stark reminder that our continued survival

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is never guaranteed” he said. Low vowed CSEA’s commitment to joining together with other unions to organize. CSEA leads the state in turning out volunteers to help with this fight. Low closed by saying that we will continue to fight because we are here to stay.

3. FIELD OPERATIONS REPORT

Director of Field Operations Keith Pace delivered the Field Operations report. He informed delegates about CSEA’s new dialing phone system that is now being used by volunteers to reach voters. He stated that this new system allowed members and staff to make 712,000 dials and reach 76,000 CSEA members helping re-elect President Bilbrey to another term on the CalPERS board and also helping insure Rob Feckner’s re-election to the CalPERS Board. In addition, it was also instrumental in making State Superintendent of Instruction Tom Torlakson the top vote getter in the June 2014 primary and helped Tim Sbranti’s successful election in Assembly District 16 against a candidate who believed that unions should not have the right to strike. It resulted in the election of 5 CSEA members to local school boards. “This level of member involvement builds this great union,” Pace said.

Pace stated that field staff has made real gains in improving working conditions and living standards for CSEA members. He reported that CSEA had successfully filed an unfair labor practice charge against the Santa Ana Unified School District for unlawfully reducing the work year of approximately 244 employees. This, he said, resulted in a \$2.8 million dollar settlement for the employees. He added that CSEA continues its fight for affordable health care by helping members better understand their choices regarding the Affordable Care Act and Covered California and by partnering with the California Education Coalition for Health Care which is implementing its Second Opinion program in Districts that are experiencing extreme health benefit increases.

Pace also reported on Executive Director Low commissioning of a taskforce to review the implementation of “Farm to School” programs initiated to evaluate recent changes in Federal Law regarding food service personnel. He said that the taskforce is in the process of developing a statewide strategy that educates and protects CSEA members and ensures that any training and certification requirements take place during working hours and that no employees are harmed.

Pace pledged to reduce the number of service fee payers by utilizing chapter leaders and staff to sign up new or reemployed employees as CSEA members. He also indicated that CSEA is engaged in supporting the larger labor movement including workers who are engaged in union organizing. CSEA members and staff from the River Delta Field Office recently joined hundreds of supporters in a demonstration in support of the Teamsters organizing drive at the Taylor Farms food processing plant in Tracy.

Pace stated that we will be launching the new Chapter Assessment Program, or CAP, which utilizes data collected by our Information Systems Department. The information gathered is “designed to engage member leaders and staff in meaningful discussions about the central focus of our work – the chapter and its members” Pace said.

By the end of his report, Pace had energized the members and he then asked them to continue the fight, to “do what unions have done for a century now,” to fight for what our grandparents and our parents fought for – securing fundamental rights and sparking American progress.

5. LEGISLATIVE REPORT

Jai Sookprasert, CSEA’s Assistant Director of Governmental Relations, delivered the Legislative Report that focused on what the last four years has brought for Californians and to classified employees. California can now reinvest in our schools and districts can now restore jobs and reduce furlough days.

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, AB1908 that increases more notice of layoff for school district and community college districts, AB 501 that protects the right to organize noon duty and JPA classified staff, AB 1203 that gives fair release time

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for our members, and AB 1662 that lets our members participate on school boards. Sookprasert also acknowledged that four out of six winners of the California Department of Education's classified employees of the year were CSEA members.

Life Member and Past President Rob Feckner and President of California Public Employee Retirement System (CalPERS) Board of Administration reported on the strength of the retirement system.

Feckner told delegates that CalPERS retirement fund balance is about \$300 billion, the highest it has been in its history, but he added "do not get too hung up on that number as we are a long term investor." Feckner told members that CalPERS has adopted a set of investment beliefs that will pave the way for future investment processes and protocols. People entering today's workforce will live in retirement for more than forty years "people will be retired longer" he said and CalPERS is taking a proactive approach to sustain the retirement system.

He thanked the members for re-electing him to the CalPERS Board and for the confidence bestowed on him and President Bilbrey.

At close of registration on Wednesday, 399 of the 744 eligible chapters had delegates in attendance, with a total chapter delegate registration of 1,261. Including the Board of Directors, Regional Representatives, Committee Chairs, Life Members, and Retiree Unit Executive Board, total voting delegate registration for the 2014 Conference was 1,407. We hope your chapter will participate next year in bringing this number to a record high.

CSEA's next annual conference will take place July 27, 2015 through July 31, 2015, in Las Vegas, Nevada.

6. Business Highlights from Conference:

(a) Action on Resolutions

A total of eight (8) resolutions were reported to the Conference delegates, with three (3) being adopted, two (2) defeated, two (2) 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.)

(b) Adoption of 2014-2015 Budget

A balanced 2014-2015 proposed budget was presented to the delegates on Monday. The delegates approved the Association's General Fund and Restricted Fund budgets on Wednesday.

(c) Awards presented at Conference

(1) Honor Roll

Conference delegates placed Grace Schwartz, affiliate member of CSEA Retiree Unit, on the Honor Roll.

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Grace is a historian of CSEA. She is the direct connection to the beginning of our organization. There are many of us who live and breathe CSEA, but there are few spouses that carry on the legacy. Grace is one of those.

Even though she was not a classified employee, she became an affiliate member of the Retiree Unit. She always makes herself available to attend our annual conference to present the William P. Schwartz Humanitarian of the Year award. She has also attended various CSEA events and Area Institutes to share the history of CSEA. Every time she speaks, her compassion inspires members to become better leaders.

Conference delegates placed Larry Forshaw, District Director, District F Retiree Unit, on the Honor Roll.

Larry's service to CSEA spans 28 years of active state participation, during a large portion of which he displayed exemplary leadership, inspired many, served his peers, and participated in and led numerous progressive changes.

He has unselfishly committed his personal time—and often personal expenses—to see projects through to a successful end. He has done these things in a quiet manner, seeking no recognition for himself. Instead, his goals have always been to benefit the members and create a stronger and better CSEA.

(2) 2014 Members of the Year

Ethel Larkins, Food Service Worker, San Diego Chapter 724

Marisa Hernandez, Instructional Aide, South Whittier Chapter 348

Keith Hildreth, Transportation Mechanic, San Diego County Office of Education Chapter 568

Denise Arroyo, School Secretary I, Chino Chapter 102

Robert Zamora, Grounds/M&O Crew Leader, Azusa Chapter 299

(3) Legislator of the Year

State Senator Kevin de Leon, 22nd Senate District.

(4) Walter H. Blice Award

Solange Keiko Inoue Area C, Region 70, Alisal Elementary Chapter 577

(5) 2014 Circle of Stars Award

Membership less than 500:

Fresno Food Service Chapter 143, Area E, Region 21, Fresno Field Office

Kingsburg Charter, Chapter 879, Area E, Region 13, Fresno Field Office

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Membership of 500 or more:

Delta Valley Chapter 821, Area E, Region 42 River Delta Field Office

Santa Ana Chapter 41, Area H, Region 94. Orange Field Office

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

(6) 2014 Activist of the Year

Lora Lee, Desert Sands Chapter 106, Rancho Cucamonga Field Office

(7) 2014 William P. Schwartz Humanitarian of the Year Award

Marie Hovel, Vista Chapter 389, San Diego Field Office

7. DOOR PRIZE WINNERS

\$1,000 Cash Awards

Debora Beaver, San Diego OTBS 788

Carol Ellis, Yosemite CCD 420

Art De La Cruz, Glendale 3

David Gaboni, Monterey COE 35

Jack Lucero, San Diego 724

Rodrigo Sim, Ocean View 599

8. 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 *Conference Proceedings*. Chapters may also use this order form to order **additional copies** at a cost of \$15.00 each. 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, 2015. Payment for any additional copies must be remitted with the order form. Orders received after February 17, 2015, or orders for additional copies received without appropriate payment will NOT be processed.

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Copies of the printed *Conference 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 may be loaned to chapters wishing to review them, upon request.

B. REQUIRED ACTION

1. To each of our "Missing Chapters"

Review this bulletin and its attachments with your chapter membership. This information will provide valuable insight into the operations of your Association. We also hope that your review of these materials will encourage your membership to try to have representation at next year's Conference.

2. All Chapters that want to receive one complimentary copy of the printed *Conference Proceedings*, must complete the order form attached to this bulletin (Attachment No. 2). **All orders must be received by February 17, 2015.**

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION



Dave Low
Executive Director

GM:AM:jbs

Attachments: 1. Summary of Actions on Conference Resolutions
2. Conference Proceedings Order Form

DISTRIBUTION:

(For Action) Chapter Presidents; Regional Representatives

(For Information) Board of Directors; Alternate Area Directors; Assistant Regional Representatives; Chairpersons & Members, Standing Committees; Political Action Coordinators; Regional Communications Officers; Retiree Unit Executive Board; Retiree Council Presidents; Life Members & Honor Roll Recipients; All Staff

PREVIOUS BULLETIN INFORMATION:

GIB 25-14, dated 8/22/14, and titled "Member Trainer Bureau" was given general distribution.

**SUMMARY OF ACTION ON RESOLUTIONS
2014 ANNUAL CONFERENCE**

Resolution No.	Title	Delegate Action
Unfinished Business		
14 (2013)	Upgrading and Keeping Schools Safe Requires CSEA to sponsor legislation to increase campus safety for our students and school staff by providing state funding for updating the construction and technology for older schools; establishing procedures or special outreach to teachers, parents, and staff in education preparedness; and developing school staff capacity to do risk evaluations or threat assessments to develop strategies to prevent potential school attacks from occurring.	Defeated
2014 Resolutions		
1	Change Election Cycle for Chairperson and Secretary Requires that the election cycle for Retiree Unit Executive Board Chairperson and Secretary be changed so that it is no longer concurrent with the election cycle for District Directors.	Adopted
2	Assistant Chairperson Retiree Unit Executive Board Requires that the Retiree Unit Executive Board's appointed position of Assistant Chairperson be included in the Association Bylaws.	Adopted
3	Association's Constitution & Bylaws – Revisions Requires revisions to the Association Constitution & Bylaws to make language grammatically correct and concise, clarify long-standing practice of the Association, and make language consistent with resolution adopted at the 2013 Conference requiring all resolutions be published in their final form on the CSEA website.	Adopted (as amended)

**SUMMARY OF ACTION ON RESOLUTIONS
2014 ANNUAL CONFERENCE**

Resolution No.	Title	Delegate Action
4	<p>Retiree Affiliate Membership Resolutions Grants Retiree Affiliates voice and vote within the Retiree Unit Councils and the ability to hold elected or appointed office within retiree councils.</p>	Defeated
5	<p>California Education Code 44807 Requires CSEA to seek legislation to amend the Education Code giving classified employees the same protections against criminal liabilities as offered to certificated staff in dealing with disruptive student conduct.</p>	Withdrawn
6	<p>Mandatory Rest Breaks for Classified Employees Requires CSEA to seek legislation to add language to public sector laws regarding mandatory rest breaks for classified employees.</p>	Referred to Legislative Committee
7	<p>Legislated Formula for Increases to Personnel Commission Budgets in Merit System Districts Requires CSEA to seek legislation to develop an equitable way for Personnel Commissions to receive yearly budget increases, such as receiving an automatic cost of living adjustment (COLA) increase tied to the state economy, an increase based on salary increase for classified staff or superintendent of schools, or any other formula that would accurately reflect the need for an increase to the Personnel Commission budget.</p>	Withdrawn

CONFERENCE PROCEEDINGS ORDER FORM

CSEA's conference business and general sessions are taped, transcribed and printed in the form of a Conference Proceedings book for the permanent files and historical record of the Association.

The Board of Directors has approved the distribution of printed copies of the proceedings at no charge to CSEA chapters (limit one copy per chapter), upon request only.

In addition to the one free printed copy per chapter, additional copies will be available for purchase by individuals or chapters at a cost of \$15.00 per copy.

If you or your chapter is interested in a copy of the printed proceedings of the 88th Annual Conference, August 4 through August 7, 2014, Sacramento, please complete the required information and mail this order form, together with your payment of \$15.00 for each book ordered (if applicable for extra copies) to:

Director, Office Services
California School Employees Association
2045 Lundy Avenue
San Jose, CA 95131

ALL ORDERS (whether complimentary or with accompanying payment) MUST BE RECEIVED NO LATER THAN February 17, 2015. Orders received after February 17, will be returned. Orders received without applicable payment will not be processed.

Please send a copy of the Conference Proceedings book at no charge to:

Chapter Name & No. _____

c/o _____

Address _____

City & Zip _____

Enclosed is \$ _____ for the purchase of _____ additional book(s). Please mail the book(s) to the above address, or, if different, to the address listed below.

Name _____

Address _____

City & Zip _____

REMEMBER: Order forms (and applicable payments) must be received by February 17, 2015.

