



AFL-CIO

California School Employees Association

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Member of the AFL-CIO

The nation's largest
independent classified
employee association



June 11, 2020

Via Electronic Mail Only

baronessjyc@me.com

Janelle Cranch
Chapter President 517
22171 Caminito Petatlan
Laguna Hills, CA 92653

Re: Initial Proposal – 2020-2021 Contract Reopener

Dear President Cranch:

I have received the Initial Proposal for the Contract Reopener between the Irvine Unified School District (District) and California School Employees Association and its Irvine Chapter 517 (CSEA) for the 2020-2021 school year.

It has been reviewed in accordance with Policy 610. I have found no apparent violations of law, CSEA's Constitution and Bylaws or Policy. **This initial proposal will need to be approved by the membership prior to starting negotiations.**

Please remember, once a tentative agreement has been reached, a signed copy of the tentative agreement must be forwarded to the field office immediately for a Policy 610 review **before** the tentative agreement may be ratified.

*Please ensure your chapter complies with the Ratification Meeting requirements as identified in your chapter constitution and Policy 610 Ratification Notice. **Should your chapter choose to ratify prior to the "Shelter-in-Place" order and/or limitations on gatherings being lifted, please be sure to follow the April 6, 2020 temporary emergency waiver of Policy 610 (attached).***

Please feel free to contact my office if you have any questions or concerns.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Tiara Cox
Field Director

TC/rc

Attachments (2)

c: Alan Kaun, Regional Representative Region 49; Bill Hagar, Area H Director;
Emma Lopez, Labor Relations Representative

**THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its
Irvine Chapter 517**

(REOPENER YEAR 2020-2021)

INITIAL CONTRACT REOPENER PROPOSAL

June 2, 2020



June 2, 2020

The California School Employees Association and its Irvine Chapter 517 (CSEA) present their initial proposal to reopen the current bargaining agreement.

CSEA desires to alter or amend the following articles as indicated and presents our proposals for public discussion in accordance with Government Code § 3547:

Article 7 – WORKING CONDITIONS

CSEA seeks to negotiate improvements to the working conditions of classified employees to promote the health of its bargaining unit members and the District. CSEA seeks to maintain its rights as the exclusive representative under applicable law.

Article 8 – COMPENSATION AND RELATED BENEFITS

CSEA has an interest to ensure that classified employees of the District are compensated in a manner that will enable the District to recruit and retain the finest classified employees in Orange County.

Article 9– HEALTH AND WELFARE BENEFITS

CSEA seeks to minimize cost increases to health and welfare and ensure that classified employees of the District receive the highest quality healthcare available provided in the most effective means.

Article 15 – PROCEDURE FOR EMPLOYEE LAYOFF

CSEA seeks to maintain its rights as the exclusive representative under applicable law.

As determined through the negotiation process, additional articles may be visited between the parties.

(B/D – 04/06/20)

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
Board Policy and Procedures Review Committee

Date: April 6, 2020

To: Board of Directors

From: Adam Weinberger, Chairperson Policy and Procedures Review Committee

Subject: Policy 610 – COLLECTIVE BARGAINING
Collective Bargaining Agreement Ratification During Coronavirus

The coronavirus has created unprecedented disruption and continues to prevent chapter's from meeting in-person as required by many chapter constitution and bylaws. The CSEA Board of Directors took action during the March 2020 Board Meeting to allow chapters to ratify agreements if the scope of the proposed agreement solely concerned the pandemic. There continues to be a need to allow chapters to ratify negotiated agreements beyond the scope of the pandemic to avoid a delay in the receipt of pay and the implementation of other negotiated working conditions. Too many agreements are being considered simultaneously to address individual chapter requests for waivers of policy. Chapters should not ask members to gather together in person to do union business so long as health officials are discouraging such gatherings due to the coronavirus pandemic. Chapters shall still be required to forward all negotiated agreements to the Field Office for review, and Field Directors shall still retain authority to decide which agreements require ratification.

Therefore, Policy 610 and the provisions of a Chapter's Constitution and Bylaws on formal ratification should be temporarily waived as follows:

For the duration of time that the coronavirus pandemic prevents a chapter's ability to meet due to district closure or shelter-in-place orders or limitations on gatherings, inclusive, Chapter Executive Boards may ratify negotiated agreements. Ratification by the Chapter Executive Board shall be permitted provided that all the following conditions are met:

1. The tentative agreement (or summary thereof) shall be distributed by email or text to all members who have provided this contact information, and a copy posted on the chapter website if the CPRO is available.
2. The Chapter Executive Board shall provide an opportunity for members to vote via email, text, conference call, or online polling service. Chapter members shall have the opportunity to vote for a period of at least ten (10) calendar days from the date that the tentative agreement is distributed to members of the chapter.
 - i. Should a member request an anonymous method of voting, the Chapter Executive Board shall accommodate that request pursuant to this requirement of the Association Bylaws (e.g., holding an anonymous poll

through a videoconference service or balloting service would fulfill this requirement).

3. Chapter Executive Boards shall maximize the confidentiality of such votes to the extent feasible. Field Directors are permitted to determine any disputes about balloting in such circumstances.

The ability to use this method of ratification shall expire after district closure or shelter-in-place orders, or limitations on gatherings are lifted, inclusive.

RECOMMENDATION:

That the Board of Directors approve the temporary emergency waiver of Policy 610 – COLLECTIVE BARGAINING for Collective Bargaining Agreement Ratification During Coronavirus as presented.