



California School Employees Association
RESOLUTIONS BULLETIN

February 13, 2009

Resolutions Bulletin No. 1-09

2009 CONFERENCE RESOLUTIONS

Action for Chapter Presidents: Agendize Resolution Nos. 1 through 21 for discussion at chapter meeting.

A. SUBJECT MATTER

1. 2008 Conference Resolutions

Resolution Nos. 1 through 21 have been certified for submission to the 2009 Conference and are attached hereto. These resolutions should be agendized for discussion at a chapter (or retiree council) meeting soon, and provided to chapter delegates when elected.

2. The deadline for submission of resolutions to the 83rd Annual Conference has passed. Resolutions which were not postmarked by the February 1, 2009 deadline will not be submitted for conference action, unless they are submitted to the Board of Directors and approved as urgency/emergency measures under provisions of Article V, Section 6(c) of the Bylaws.

B. REQUIRED ACTION

1. By Chapter Presidents and Retiree Unit Executive Board:

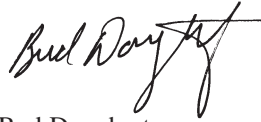
- a) Agendize the attached Resolution Nos. 1 through 21, for discussion at a membership meeting soon, so that your delegates will have input regarding the membership's feelings on the issues.
- b) Retain all resolutions as they are received, and provide copies to your delegates when elected. Resolution Nos. 1 through 21 are appended hereto.

2. **By Regional Representatives & Labor Relations Representatives:** For discussion at chapter meetings and RPMs. Make sure your chapters have received Resolution Nos. 1 through 21, and that they are being discussed at chapter meetings.

3. By Chairpersons and Members, Standing Committees:

If resolutions are assigned to your committee for pre-Conference review and recommendation, ensure that the content of the resolution is discussed with appropriate representatives of the submitting chapter prior to development of the committee's recommendation, to ensure the committee clearly understands the intent of the proposal and the problem(s) it is intended to resolve.

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION



Bud Dougherty
Executive Director

DJ:jbs

Attachments: 2009 Resolution Nos. 1 through 21

DISTRIBUTION:

(For Action): Chapter Presidents; Regional Representatives; Chairpersons and Members Standing Committees; Retiree Unit Executive Board; Labor Relations Representatives

(For Information): Board of Directors; Alternate Area Directors; Assistant Regional Representatives; Political Action Coordinators; Regional Public Relations Officers; Retiree Council Presidents; Life Members; Honor Roll; All Staff

PREVIOUS BULLETIN INFORMATION:

Resolution Bulletin No. 3-08, dated 10/31/08, titled "Guidelines for Preparing a Resolution for the 2009 Annual Conference," was given general distribution.

1 **RESOLUTION NO. 1**

2 **Deletion of Associate and Exempt Membership Categories**

3
4 **WHEREAS,** CSEA currently has five membership categories – Active, Inactive,
5 Associate, Exempt, and Retired, and

6
7 **WHEREAS,** Associate membership is available for classified or public sector
8 employees who are employed in a bargaining unit represented by a labor
9 organization different than CSEA, and

10
11 **WHEREAS,** Exempt membership is available for members who become management,
12 confidential, or supervisory, and

13
14 **WHEREAS,** Associate and Exempt members are not eligible to participate in
15 Association or chapter governance nor are they afforded any
16 representational rights from CSEA, and

17
18 **WHEREAS,** Associate and Exempt members are entitled to participation in special
19 services, insurance, and other such membership benefit programs, and

20
21 **WHEREAS,** there is currently one Associate member and one Exempt member in
22 CSEA, and

23
24 **WHEREAS,** Association resources are required to maintain these special membership
25 categories;

26
27 **BE IT THEREFORE RESOLVED:** That Article II, Section 1, of the Association’s
28 Constitution be amended as follows:

29
30 **CONSTITUTION**
31 **ARTICLE II**
32 **MEMBERSHIP**

33
34 **Section 1. MEMBERSHIP.** There shall be three ~~five~~ types of membership:
35 Active, Inactive, ~~Associate, Exempt,~~ and Retired.

36
37 (a) **Active** — Any person, without regard to race, creed, color, national origin,
38 sex, age, sexual orientation or political belief, employed in any phase of public
39 employment within the State of California and who is entitled to be represented by the
40 Association by the laws of this State shall be eligible for “Active” membership.
41 “Active” membership status shall cease at such time as the member becomes eligible
42 for any other category of membership as defined herein, or at such time as s/he
43 voluntarily or involuntarily terminates his/her employment with a qualifying agency.
44 Loss of membership as a result of involuntary termination shall take effect on the date of
45 issuance of conclusive governing board action in the case of non-merit systems, or
46 personnel commission action in the case of merit systems. The member shall continue
47 to hold “Active” status throughout any periods of appeal(s) to the governing board/
48 personnel commission prior to their conclusive action, even though the member may be
49 in an unpaid status during said appeal period(s).

1 Notwithstanding the above, "Active" members who are laid off and placed on a
2 reemployment list or whose involuntary termination is pending further appeal action,
3 through PERB or court actions as deemed appropriate, shall have the option of
4 continuing in "Active" membership status during the period they are carried on the
5 reemployment list or until such appeal(s) have been finally decided, upon continued
6 payment of dues in the amount in effect at the time of layoff or termination, thereby
7 retaining full voting rights and all other rights accorded "Active" members.
8

9 (b) **Inactive** — Any "Active" member of this Association who is granted an
10 unpaid leave of absence by his/her employer or is placed on a reemployment list and is
11 not otherwise in a paid status with the employer shall be eligible for "Inactive"
12 membership status. Such members shall be eligible for representation in any matter
13 appropriate to ensure their employment status. They shall not otherwise be accorded
14 voice or vote in Association affairs.
15

16 ~~(c) **Associate** — Any person who would otherwise be eligible for "Active"~~
17 ~~membership under paragraph (a) of this section but who is employed in a bargaining~~
18 ~~unit represented by another labor organization under the laws of this State, shall be~~
19 ~~eligible for "Associate" membership. "Associate" members shall be entitled to~~
20 ~~participation in special services, insurance and other such membership benefit~~
21 ~~programs as are generally made available to "Active" members, and to receive the~~
22 ~~Association's official publication.~~
23

24 ~~Such members shall not be eligible for, nor shall they be accorded, any~~
25 ~~representation rights, or voice, vote, or other participation in Association affairs. Should~~
26 ~~an "Associate" member subsequently become eligible for "Active" membership, s/he~~
27 ~~must convert his/her membership to "Active" status within thirty (30) days, or shall~~
28 ~~thereupon lose all rights and benefits of membership.~~
29

30 ~~(d) **Exempt** — The following members shall be entitled to transfer to~~
31 ~~"Exempt" membership status:~~
32

33 ~~(1) — Members whose positions are lawfully declared to be management~~
34 ~~or confidential and thereby excluded from an existing bargaining unit.~~
35

36 ~~(2) — Members who have lawfully been designated as supervisors and~~
37 ~~who are not entitled to representation by this Association in accordance with the laws of~~
38 ~~this State.~~
39

40 ~~"Exempt" members shall not be eligible for, nor shall they be accorded,~~
41 ~~any representation rights, or voice, vote, or any other participation in Association affairs.~~
42 ~~This membership class is provided solely to preserve any insurance, special services,~~
43 ~~or similar services to which they were or might be entitled as "Active" members.~~
44

45 (c) **Retired** —
46

47 (1) Any retiree who was employed in the classified service of any
48 California school district or who was employed in any public agency represented by
49 CSEA shall be eligible for retired membership in the Retiree Unit. Such "Retired"
50 members shall be eligible for participation in special services, insurance and other
51 membership benefit programs as may be made available to retirees, and shall receive

1 the Association’s official publication as well as such other publications as may be
2 approved by the Board of Directors.

3
4 (2) “Retired” members shall be eligible to serve in appointive or
5 elective positions within the Association in accordance with the following:

6
7 (i) Service at the Association level shall be restricted to
8 appointive positions only, and shall be restricted to those who were “Active” members
9 at the time of retirement.

10
11 (ii) Service at the CSEA Chapter level shall be governed by
12 provisions duly incorporated within each Chapter’s Constitution or Bylaws. Such service
13 may include both appointive or elective positions, but shall be restricted to those who
14 were “Active” members of the Chapter at the time of retirement.

15
16 (iii) Service within the Retiree Unit shall include both appointive
17 or elective positions, as follows:

18
19 1) Service on the Retiree Unit Executive Board shall be
20 restricted to those who were “Active” members of the Association at any time prior to
21 their retirement and contingent upon membership in a Retiree Council in accordance
22 with Article XIII of the Bylaws.

23
24 2) Service within a Retiree Council shall be open to any “Retired”
25 member of the Council in good standing.

26
27 **(d) Retiree Affiliate —**

28
29 (1) The surviving spouse of any retiree who was a member of the
30 Retiree Unit in good standing at the time of his/her death shall be eligible for “affiliate”
31 membership in the Retiree Unit. Such “Retiree Affiliate” members shall receive the
32 Association’s official publication and other publications as may be made available to
33 retirees, shall be eligible for participation in special services and other membership
34 benefit programs generally provided to retirees, and shall be eligible to participate in
35 such group insurance programs as may be made available.

36
37 (2) Any retired staff member, who is not otherwise eligible for
38 membership in the Retiree Unit, and who wishes to join the Retiree Unit, shall be
39 eligible for “affiliate” membership.

40
41 (3) Retiree Affiliate members shall not hold voting rights or the right to
42 hold offices within the Retiree Unit or the Association at any level.

43
44 **AND BE IT FURTHER RESOLVED:** That Article VII, Section 2, of the Association’s
45 Bylaws be amended as follows:

46
47
48
49
50
51

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22

**BYLAWS
ARTICLE VII
DUES AND ASSESSMENTS**

23
24
25
26

Section 2. ANNUAL DUES EXCEPTION.

27
28
29
30
31
32
33
34
35

(a) Per Capita Dues for Retired Members and Retiree Affiliate Members of this Association shall be thirty-six dollars (\$36.00), payable annually, in advance or by automatic deduction of three dollars (\$3.00) per month from PERS warrants.

(b) Any member who is eligible for "Inactive" membership shall pay 1/2 of the dues that would be required of them were they eligible for "Active" membership at the time the leave of absence or layoff occurred provided they pay annually, in advance, or the actual number of months of the leave, whichever is lesser.

(c) ~~Exempt members shall pay, annually, in advance, \$40.00 or 1/2 of the maximum required for their salary category as contained in Section 1, whichever is greater.~~

(d) ~~Per Capita Dues for Associate Members shall be twenty-five dollars (\$25.00), payable annually in advance, or tenthly, September through June, inclusive.~~

36
37
38
39
40
41
42
43
44
45
46
47
48
49

AND BE IT FURTHER RESOLVED: That the current Associate and Exempt members be allowed to remain in the appropriate membership category as long as they remain in good standing.

Approved for submission to the 2009 Annual
Conference by the Board of Directors at its
January 17, 2009, Board Meeting

/s/ Rob Feckner, Association President
/s/ Lori Klingensmith, Association Secretary

Author's Statement

Currently, there are five membership categories – Active, Inactive, Associate, Exempt, and Retired. Associate membership is available for classified or public sector employees who are employed in a bargaining unit represented by a labor organization different than CSEA. CSEA has one Associate member. Exempt membership is available for members who become management, confidential, or supervisory. CSEA has one Exempt member.

Association resources are required to maintain these special membership categories. The Board of Directors believes that Association resources should not be expended to maintain two special categories for non-members. However, the Board of Directors does believe that the current Associate member and the current Exempt member should be "grandfathered" in as long as they remain in good standing.

Your Board of Directors urges you to vote "YES" on this resolution.

1 **RESOLUTION NO. 2**

2 **Deletion of Reference to Appointed Successors for Association Officers**

3
4 **WHEREAS**, Article IV, Section 8, of the Association’s Constitution provides the process
5 for the filling of vacancies in the offices of Association President, 1st Vice
6 President, 2nd Vice President, Secretary, and Past President, and
7

8 **WHEREAS**, a vacancy in the office of President is filled by the elected 1st Vice
9 President, and
10

11 **WHEREAS**, if a vacancy occurs in the office of 1st Vice President, 2nd Vice President,
12 or Secretary, the office remains vacant and the Board of Directors
13 designates a member of the Board to assume the office’s duties and
14 responsibilities, and
15

16 **WHEREAS**, if a vacancy occurs in the office of Past President, the next person in
17 descending order who was President and who is willing, able, and eligible
18 to fill the office will become the Past President, and
19

20 **WHEREAS**, the current language in Article IV, Section 1(c)(4), incorrectly references
21 the possibility of appointed successors for Association officers;
22

23 **BE IT THEREFORE RESOLVED:** That Article IV, Section 1, of the Association’s
24 Constitution be amended as follows:
25

26 **CONSTITUTION**
27 **ARTICLE IV**
28 **ASSOCIATION OFFICERS AND THEIR ELECTION**
29

30 **Section 1. OFFICERS ELECTED AT CONFERENCE.**

31
32 (a) The following officers shall, by direct vote, be elected by the delegates to
33 the Annual Conference in odd-numbered years: President, 1st Vice President, 2nd Vice
34 President, Secretary.
35

36 (b) To be eligible for election, candidates for such offices shall:
37

38 (1) Have maintained continuous “Active” membership in good standing
39 as defined in Article II, Sections 1(a) and 5 of the Constitution for a period of twelve
40 (12) calendar months immediately preceding the Annual Conference at which the
41 election is held;
42

43 (2) Be in full compliance with all applicable requirements established
44 by this Constitution or Association policy, including but not limited to the provisions that
45 pertain to the filing of an accounting by candidates of campaign expenditures.
46

47 (3) File a statement of intent to run for the office with the Association
48 Secretary prior to commencement of the first business session at the Conference at
49 which the election is held.
50

1 (c) **Election Procedures.**

2
3 (1) All nominations for the elective offices to be filled at Conference
4 shall be made and closed during the first day's business meeting.

5
6 (2) The election of officers shall be by secret ballot and conducted in a
7 manner specified by the Board of Directors. The election may not be held sooner than
8 the second day following the day on which nominations were made and closed.

9
10 (3) As soon after the election tabulating committee has completed the
11 vote count and certified the results to the President, the President may cause the results
12 to be posted and shall announce the results at the next business session following the
13 balloting.

14
15 (4) Their tenure in office shall begin at the conclusion of said
16 Conference and continue for two years, or until their successors are elected or
17 appointed; provided, however, that should any officer lose "Active" membership status
18 in good standing as defined in Article II, Sections 1(a) and 5 of the Constitution, s/he
19 shall automatically forfeit such office. Exception: An officer who accepts retirement
20 under PERS and continues membership through the Retiree Unit may continue in
21 his/her elected office until expiration of the term to which elected.

22
23 (d) The President, 1st and 2nd Vice Presidents, and Secretary shall be
24 selected for nomination by their qualifications regardless of the location of their
25 employment. The President, 1st and 2nd Vice Presidents, and Secretary shall not
26 serve in the same elected office for more than two consecutive two-year terms. A
27 person who has completed two consecutive two-year terms shall not be permitted to
28 again be a candidate for that office until two years have passed since the completion of
29 the last term.

30
31 (e) It shall require a plurality vote to elect an officer. If a candidate does not
32 receive a plurality vote, the delegates to the Conference shall continue to ballot from
33 among the tied candidates until one receives a plurality. Balloting will also be conducted
34 for all uncontested offices. In order to be elected, the unopposed candidate(s) must
35 receive a majority of "yes" votes. Failure to do so will result in the office being declared
36 vacant. Such vacancy shall be filled in accordance with Article IV, Section 8 of the
37 Constitution.

38
39 Approved for submission to the 2009 Annual
40 Conference by the Board of Directors at its
41 January 17, 2009, Board Meeting

42
43 /s/ Rob Feckner, Association President
44 /s/ Lori Klingensmith, Association Secretary

45
46 ***Author's Statement***

47
48 Article IV, Section 8, of the Association's Constitution provides the process for the filling
49 of vacancies in the offices of President, 1st Vice President, 2nd Vice President,
50 Secretary, and Past President. A vacancy in the office of President is filled by the

1 elected 1st Vice President. If a vacancy occurs in the office of 1st Vice President, 2nd
2 Vice President, or Secretary, the office remains vacant and the Board designates one of
3 its members to assume the duties and responsibilities. If a vacancy occurs in the office
4 of Past President, the next person in descending order who was President (and who is
5 willing, able, and eligible) shall become the Past President. The language clearly
6 indicates that “this section alone shall determine who shall fill a vacancy.”
7
8 However, the current language in Article IV, Section 1(c)(4), incorrectly references the
9 possibility of an appointed successor for an Association officer. The Board of Directors
10 believes this reference is an oversight and should be corrected for clarity and accuracy.
11
12 Your Board of Directors urges you to vote “YES” on this resolution.

1 **RESOLUTION NO. 3**
2 **Revision of Timelines for Election of Area Directors &**
3 **Alternate Area Directors and Filing Election Objections**
4

5 **WHEREAS**, Area Directors and Alternate Area Directors are elected by chapters at
6 their April or May chapter meetings, and
7

8 **WHEREAS**, the chapter ballots are received, tallied, and certified in June, and
9

10 **WHEREAS**, Association Policy 204.8 provides the process for an Area Director or
11 Alternate Area Director to object to the election, and
12

13 **WHEREAS**, the Policy provides that the objection must be filed within one calendar
14 month and that the investigation into the objection must be completed
15 within thirty days, and
16

17 **WHEREAS**, the objection and the investigation's findings are submitted to the Board of
18 Directors at its next regularly scheduled meeting, and
19

20 **WHEREAS**, because of the timelines provided in Policy (described above), the
21 objection process for Area Director and Alternate Area Director elections
22 are not concluded prior to the Annual Conference and officer installation,
23 and
24

25 **WHEREAS**, election objections should be concluded, when possible, prior to officer
26 installation at the Annual Conference;
27

28 **BE IT THEREFORE RESOLVED:** That Article IV, Section 2, of the Association's
29 Constitution be amended as follows:
30

31 **CONSTITUTION**
32 **ARTICLE IV**
33 **ELECTION OF AREA DIRECTORS**
34

35 **Section 2. ELECTION OF AREA DIRECTORS.**
36

37 (a) There shall be ten (10) Area Directors in this Association to be elected by
38 the Chapters within their respective Area. These elected officers (Directors) shall
39 represent the Chapters within the Areas as follows:
40

41 (1) Area A shall include all Chapters in Butte, Colusa, El Dorado,
42 Glenn, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou,
43 Sutter, Tehama, Trinity, Yolo, and Yuba counties, except as provided in Area E.
44

45 (2) Area B shall include all Chapters in Del Norte, Humboldt, Lake,
46 Marin, Mendocino, Napa, San Francisco, San Mateo, Solano, and Sonoma counties.
47

48 (3) Area C shall include all Chapters in Alameda, Contra Costa,
49 Monterey, San Benito, Santa Clara, and Santa Cruz counties.

1 (4) Area D shall include all Chapters in Inyo, Kern, Mono, and Tulare
2 counties, and all Chapters in that portion of Los Angeles County situated North of the
3 Northerly boundaries of the Los Angeles Unified School District, the La Canada
4 Unified School District, and the Azusa Unified School District, all as existed on July
5 1, 1999.

6
7 (5) Area E shall include all Chapters in Amador, Alpine, Calaveras,
8 Fresno, Kings, Madera, Mariposa, Merced, San Joaquin, Stanislaus, and Tuolumne
9 counties, and all Chapters within the boundaries of the River Delta Unified School
10 District, all as existed on July 1, 2001.

11
12 (6) Area F shall include all Chapters in Riverside and San Bernardino
13 counties, and all Chapters within the boundaries of the Pomona Unified School District
14 and the Claremont Unified School District, all as existed on July 1, 1999.

15
16 (7) Area G shall include all Chapters in that portion of Los Angeles
17 County situated East of the Easterly boundary of the Los Angeles Unified School District
18 except as provided in Areas F, H and I, and all Chapters in that portion of Los
19 Angeles County situated West of the Westerly boundary of the Los Angeles Unified
20 School District, all as existed on July 1, 1999, and all chapters chartered within the
21 California State University System.

22
23 (8) Area H shall include all Chapters in Orange County, and all
24 Chapters within the boundaries of the Lowell Jt. Elementary School District, all as
25 existed on July 1, 1999.

26
27 (9) Area I shall include all Chapters in San Luis Obispo, Santa
28 Barbara, and Ventura counties, all Chapters within the boundaries of the Los Angeles
29 Unified School District, the Los Angeles Community College District, the Beverly Hills
30 Unified School District, the Burbank Unified School District, the Glendale Unified
31 School District, the Glendale Community College District, the La Canada Unified
32 School District, the Santa Monica Community College District, and the South
33 Pasadena Unified School District, except as provided in Areas D, F, G, and H, all as
34 existed in July 1, 1999.

35
36 (10) Area K shall include all Chapters in Imperial and San Diego
37 counties.

38
39 (b) The Directors from Areas A, C, E, G, and I shall be elected for a two-year
40 term in odd-numbered years. The Directors from Areas B, D, F, H, and K shall be
41 elected for a two-year term in even-numbered years.

42
43 (c) Each candidate for Area Directorship must:

44
45 (1) Have maintained continuous "Active" membership in good standing
46 as defined by Article II, Sections 1(a) and 5 of the Constitution for a period of twelve
47 (12) calendar months immediately preceding the deadline for filing the letter of intent as
48 specified within this Article, and retain said status during his or her term of office.

49
50

1 Exception: An Area Director who accepts retirement under PERS and continues
2 membership through the Retiree Unit may continue in office until expiration of the
3 then-current term.

4
5 (2) Be in full compliance with all applicable requirements established
6 by this Constitution or Association policy, including but not limited to the provisions
7 that pertain to the filing of an accounting by candidates of campaign expenditures.

8
9 (3) Be an "Active" member in good standing of a Chapter within the
10 respective Area.

11
12 (4) File a letter of intent to run for such office which must be submitted
13 to the Association Secretary and which must be in his/her hands or be postmarked not
14 later than January 31 of the year in which the election is to be held.

15
16 (d) An appropriate article shall be published in the next available issue of the
17 Association's official publications, which shall include a listing of all eligible candidates
18 who have filed a letter of intent and information regarding the chapter election process.

19
20 (e) The Secretary shall cause a ballot to be prepared containing all the names
21 of the eligible candidates. A copy of the official ballot shall then be forwarded to each
22 Chapter within each respective Area postmarked not later than midnight March 1 of the
23 year in which the election is to be held.

24
25 (f) The Chapter President shall arrange for the Chapter membership to vote
26 for their Area Director at the Chapter's regularly scheduled (or a special) meeting held
27 during the months of ~~April or May~~ March or April.

28
29 (1) Each chapter member in good standing shall receive at least five
30 (5) working days advance written notice of the date, place and time of said meeting,
31 together with the names and chapter identification of the eligible candidates for each
32 office.

33
34 (g) Each Chapter shall be entitled to one (1) vote which shall be determined
35 by a plurality of the qualified membership present and voting at the meeting established
36 by the Chapter President in accordance with subsection (f) above. The vote shall be
37 conducted by secret ballot.

38
39 (1) If the Chapter's first vote ends in a tie, a second ballot shall
40 immediately be conducted for the tied candidates only. If the second vote fails to break
41 the tie, the chapter may continue balloting until the tie is broken or it may report a tie
42 vote on its ballot, as determined by the members present.

43
44 (h) The official ballot shall then be completed and certified by the signature of
45 the Chapter Secretary and forwarded to the Association Secretary at the special
46 election address specified on the ballot, so as to be received at said address by the
47 deadline established by the Association Secretary which shall not be earlier than seven
48 (7) work days following ~~May 31~~ April 30.

1 **AND BE IT FURTHER RESOLVED:** That Association Policy 204.8 be amended as
2 follows:

3
4 **204 ELECTION PROCEDURES, AREA DIRECTORS & ALTERNATE AREA**
5 **DIRECTORS**

6
7 **.8 Objections to the Election**

8
9 .01 Any certified candidate for election as Area Director or Alternate
10 Area Director may file a complaint relating to the conduct of the
11 election applicable to his/her position, which alleges violation of this
12 policy by any chapter in the conduct of its election, or alleges other
13 conduct or activities relating to the total election process, which
14 may have affected the outcome of the election.

15
16 .02 Such complaints must be filed with the Association President within
17 ~~one (1) calendar month~~ fifteen (15) calendar days following the
18 certification of election results by the Board of Directors. The
19 complaint shall be in written form, and shall specify which section(s)
20 of the policy are alleged to have been violated or the conduct being
21 objected to, and shall specify in what manner such violations and/or
22 conduct may have affected the outcome of the election. The
23 complainant shall include copies of pertinent documents or names
24 of witnesses in support of the allegations as may be appropriate.

25
26 .03 Upon receipt of the written objection, the Association President
27 shall appoint the Association Past President and two (2) Regional
28 Representatives not within the Area to promptly investigate the
29 matter. They shall have the authority to interview such witnesses
30 and inspect such documents as may be necessary to carry out their
31 assigned task.

32
33 The investigation shall be completed within ~~thirty (30)~~ fifteen (15)
34 calendar days of receipt of the complaint, and a written report and
35 recommendation shall be submitted to the Board of Directors at the
36 next following regularly scheduled meeting. If no meeting is
37 scheduled prior to the Annual Conference, a special Board meeting
38 shall be called. The objecting candidate(s) shall be provided a
39 copy of the written report and shall be permitted to address the
40 Board on the issue if desired.

41
42 .04 The Board shall review the report and other testimony as may be
43 presented, and shall determine whether the allegations shall be
44 sustained.

45
46 (a) If the allegations are sustained and if in fact such violations
47 could reasonably have affected the outcome of the election,
48 the election shall be set aside and a new election shall be
49 ordered.

- 1 (b) If the sustained allegations pertain to violations affecting (a)
2 specific chapter(s) election process, the new election shall
3 be limited to the vote within said chapter(s).
4
- 5 (c) If the allegations are sustained but it is determined that such
6 violations could not have affected the outcome of the
7 election, the Board shall order the institution of such
8 procedures as may be necessary to prevent such violations
9 in future elections.

10
11 Approved for submission to the 2009 Annual
12 Conference by the Board of Directors at its
13 January 17, 2009, Board Meeting

14
15 /s/ Rob Feckner, Association President
16 /s/ Lori Klingensmith, Association Secretary
17

18 ***Author's Statement***

19
20 Article IV and Policy 204 provide the essential provisions governing the process for
21 electing Area Directors and Alternate Area Directors. The chapters in each Area elect
22 an Area Director and an Alternate Area Director, who serve staggered two-year terms.
23 For example, the election for the Area A Director is conducted in the odd-numbered
24 years with the election for the Alternate Area A Director conducted in the even-
25 numbered years. Chapters vote for their Area Director or Alternate Area Director at
26 their April or May chapter meeting. The valid chapter ballots are tallied prior to the June
27 Board meeting.

28
29 As with chapter elections, a candidate for Area Director or Alternate Area Director may
30 file a complaint relating to the conduct of the election if s/he believes there were
31 violations of policy or other conduct relating to the election process that may have
32 affected the election outcome. Policy 204 provides that complaints are investigated by
33 the Past President and two Regional Representatives. The investigation report is
34 submitted to the Board of Directors at the next following regularly scheduled Board
35 meeting. The complainant is given a copy of the report and has the option of
36 addressing the Board on the issue.

37
38 The current timeline for this process does not permit the election complaint to be
39 resolved prior to the Annual Conference when the Area Directors and Area Directors
40 are installed.

1 **Example with current timelines:**

2 Area Director election conducted by chapters	April – May 2009
3 Area Director ballots tallied & election certified	June 20, 2009 Board mtg
4 Deadline to file (postmark) election complaint	July 20, 2009
5 (postmark within one calendar month of election certification)	
6 Investigation completion deadline	August 26, 2009
7 (within thirty calendar days of receipt of complaint)	
8 Next regular Board meeting	September 19, 2009

9
10 The installation of officers, including Area Directors, at Annual Conference will be
11 conducted on Friday, August 7, 2009.

12

13 **Example with timelines as revised by this resolution:**

14 Area Director election conducted by chapters	March – April 2009
15 Area Director ballots tallied & election certified	May 16, 2009 Board mtg
16 Deadline to file (postmark) election complaint	June 8, 2009
17 (postmark within fifteen calendar days of election certification)	
18 Investigation completion deadline	June 23, 2009
19 (within fifteen calendar days of receipt of complaint)	
20 Next regular Board meeting	July 11, 2009

21

22 The installation of officers, including Area Directors, at Annual Conference will be
23 conducted on Friday, August 7, 2009.

24

25 The Board of Directors believes that the timelines for the election of Area Directors and
26 Alternate Area Directors, and the timelines for the receipt, investigation, and submission
27 of election complaints should be revised to ensure that the complaints are resolved prior
28 to the Annual Conference and officer installation. To extend any of the proposed
29 deadlines may not result in the resolution of election complaints prior to the Annual
30 Conference, especially in years the Conference is held in late July.

31

32 Your Board of Directors urges you to vote “YES” on this resolution.

1 **RESOLUTION NO. 4**
2 **Clarification of Recall Procedures for Alternate Area Directors**

3
4 **WHEREAS**, Area Directors and Alternate Area Directors are elected by chapters
5 pursuant to Article IV of the Constitution, and

6
7 **WHEREAS**, Article IV also provides the process for recall of Area Directors, and

8
9 **WHEREAS**, there is no provision for recall of Alternate Area Directors, and

10
11 **WHEREAS**, the process for recall of an Alternate Area Director should be the same as
12 that for an Area Director;

13
14 **BE IT THEREFORE RESOLVED:** That Article IV, Section 9, of the Association's
15 Constitution be amended as follows:

16 **CONSTITUTION**
17 **ARTICLE IV**
18 **ASSOCIATION OFFICERS AND THEIR ELECTION**

19
20 **Section 9. RECALL OF AREA DIRECTOR OR ALTERNATE AREA**
21 **DIRECTOR**. A majority of chapters within any Area may petition the Association
22 President to hold a special election for the recall of the Area Director or the Alternate
23 Area Director. Upon receipt of the petition the President shall call for a special election
24 to be held in this Area not less than thirty (30) days nor more than sixty (60) days after
25 receipt of the petition. Chapters shall have one (1) vote per chapter, and a two-thirds
26 majority vote by said chapters shall be required for a recall of the Area Director or the
27 Alternate Area Director. Any vacancy created shall be filled as provided for in Section 8
28 of this Article.

29
30 Approved for submission to the 2009 Annual
31 Conference by the Board of Directors at its
32 January 17, 2009, Board Meeting

33 /s/ Rob Feckner, Association President
34 /s/ Lori Klingensmith, Association Secretary

35
36 ***Author's Statement***

37
38 It is unfortunate but governing documents should provide the process not only for the
39 election of officers but also for the recall of those officers. Article IV, Section 9, the
40 Association's Constitution describes the recall procedure for Area Directors but does not
41 include a recall procedure for Alternate Area Directors. The Board of Directors believes
42 this omission was a simple oversight.

43
44 Because Area Directors and Alternate Area Directors are elected by identical election
45 procedures, the process for recalling these officers should be identical. Therefore, the
46 Board of Directors recommends that Article IV, Section 9, of the Constitution be revised
47 to clarify that the recall procedure applies to Area Directors and Alternate Area
48 Directors.

49
50 Your Board of Directors urges you to vote "YES" on this resolution.

1 **RESOLUTION NO. 5**

2 **Move Duties of Alternate Area Director from Constitution to Bylaws Article I**

3
4 **WHEREAS,** the duty statements for the Association officers and other members of the
5 Board of Directors are listed in the Association’s Bylaws, and

6
7 **WHEREAS,** the duty statement for the Alternate Area Directors is listed in Article IV of
8 the Association’s Constitution, and

9
10 **WHEREAS,** the governing documents should be consistent and list the duty
11 statements for all officers, including Alternate Area Directors, in one
12 Article;

13
14 **BE IT THEREFORE RESOLVED:** That Article IV, Section 7, of the Association’s
15 Constitution be moved to Article I, Section 8, of the Association’s Bylaws as follows:

16
17 **CONSTITUTION**
18 **ARTICLE IV**
19 **ASSOCIATION OFFICERS AND THEIR ELECTION**

20
21 **Section 7. DUTIES OF AN ALTERNATE AREA DIRECTOR.**

22
23 ~~(a) — An Alternate to an Area Director will attend meetings of the Association’s~~
24 ~~Board of Directors, Annual Conference, and perform other requirements of the office of~~
25 ~~Area Director when notified by the Association’s President that the Area Director is, for~~
26 ~~any reason, unable to perform the duties of the office. The Alternate shall, in case of a~~
27 ~~vacancy, become the Area Director for the remainder of the unexpired term. The~~
28 ~~Alternate shall receive appropriate backup information relating to actions taken at the~~
29 ~~regularly scheduled Board meetings so that they may be adequately informed of the~~
30 ~~internal affairs of the Association and be prepared to assume the duties of the office if~~
31 ~~required.~~

32
33 ~~(b) — An Alternate to an Area Director may, with the approval and at the~~
34 ~~direction of the Area Director, assist in the work of the Area, to include the following: the~~
35 ~~planning and coordination of leadership training and/or other educational seminars,~~
36 ~~facilitating problem-solving for individual chapters, installation of chapter officers, and~~
37 ~~such other activities as may be deemed appropriate by the Board of Directors and~~
38 ~~placed in Association Policy.~~

39
40 *Renumber remaining Sections.*

41
42 **BYLAWS**
43 **ARTICLE I**
44 **DUTIES OF OFFICERS**

45
46 **Section 8. DUTIES OF AN ALTERNATE AREA DIRECTOR.**

47
48 (a) An Alternate to an Area Director will attend meetings of the Association’s
49 Board of Directors, Annual Conference, and perform other requirements of the office of
50 Area Director when notified by the Association’s President that the Area Director is, for

1 any reason, unable to perform the duties of the office. The Alternate shall, in case of a
2 vacancy, become the Area Director for the remainder of the unexpired term. The
3 Alternate shall receive appropriate backup information relating to actions taken at the
4 regularly scheduled Board meetings so that they may be adequately informed of the
5 internal affairs of the Association and be prepared to assume the duties of the office if
6 required.

7
8 (b) An Alternate to an Area Director may, with the approval and at the
9 direction of the Area Director, assist in the work of the Area, to include the following: the
10 planning and coordination of leadership training and/or other educational seminars,
11 facilitating problem-solving for individual chapters, installation of chapter officers, and
12 such other activities as may be deemed appropriate by the Board of Directors and
13 placed in Association Policy.

14
15 *Renumber remaining Section.*

16
17 Approved for submission to the 2009 Annual
18 Conference by the Board of Directors at its
19 January 17, 2009, Board Meeting

20
21 /s/ Rob Feckner, Association President
22 /s/ Lori Klingensmith, Association Secretary

23
24 ***Author's Statement***

25
26 Currently, duty statements for the Association officers and other members of the Board
27 of Directors are included in the Association's Bylaws. The only duty statement that
28 appears in the Constitution is that of Alternate Area Director. The Board of Directors
29 asserts that the governing documents should be consistent and the duty statements of
30 all officers should be in one Article.

31
32 This resolution does not propose a revision to the Alternate Area Director duty
33 statement. It simply proposes to move the duty statement from Article IV of the
34 Constitution to Article I of the Bylaws – Duties of Officers.

35
36 Your Board of Directors urges you to vote "YES" on this resolution.

1 County is the only county in District B on the south side of San Francisco Bay; all other
2 countries in District B are north of the Bay and this poses a communication/
3 transportation problem for many retiree members. Although San Mateo County also
4 shares a border with San Francisco County, there is no CSEA representation in this
5 county.

6
7 San Mateo County Council has approached the Retiree Unit Executive Board with a
8 request for helping to solve this problem; earlier this year at the request of the Council,
9 a survey was conducted to learn if all members of the San Mateo County Council area
10 shared the same opinion. There were 100 responses to the survey (approximately 1/3
11 of the retiree membership in San Mateo County) and only one response indicated an
12 objection to the proposal to return to District C.

13
14 The San Mateo County Council members currently attend the District C Annual Meeting
15 and other activities which may take place in District C, and this geographic adjustment
16 to District B would greatly facilitate communications.

17
18 There are approximately 290 members in the San Mateo County Council area.

1 The intent of this resolution is NOT to divert any activities or energies away from these
2 very important issues. We plan to continue the work we are, and have been doing over
3 the past year. However, it is our request that a member of the Retiree Unit Executive
4 Board be seated on the Legislative Committee for the following reasons:

5
6 It is our hope that by having active participation on the Legislative Committee, we
7 will continue to be a well informed group of advocates not only for retiree issues,
8 but, all issues that relate to classified employees.

9
10 The Retirees are members of other retiree/senior advocacy groups and
11 participate in activities that will, hopefully, result in successful legislation to
12 enhance our golden years. As we attend rallies and activities of these groups,
13 we identify ourselves as California School Employees Association Retirees and
14 will be able to share concerns that affect schools and our other union members.

15
16 When a member visits a State Senator or Assemblyperson, or a member of the
17 U.S. Senate or Congress, it is important that we be able to identify ourselves as
18 members of the California School Employees Association Retiree Unit and have
19 the knowledge to speak on all issues support by CSEA.

20
21 In order to achieve the above, we feel the need to be able to bring before the Legislative
22 Committee, issues/legislation that affect not only current retirees/seniors, but, all who
23 will be retirees/seniors in the future.

24
25 As stated above, we in no way want to divert attention from any activities needed to
26 continue the fight for our actively employed brothers and sisters, but, we want to
27 enhance the future by getting our retirees motivated and more active in the battle for
28 seniors. We hope to expand our efforts throughout our Councils and recruit our
29 members to become more active in the political process.

30
31 Our goal is put together a more organized and focused plan to engage our retirees to
32 become greater advocates and we hope that by having a representative on the
33 Legislative Committee, we would be able to get confirmation that CSEA agrees with the
34 issues that we are advocating and the Retiree Unit will achieve greater knowledge of
35 issues that pertain to schools and active CSEA members.

36
37 As retirees, we are proud to remain a part of this great organization and only want to
38 continue our activism in our retirement for the betterment of all CSEA members.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33

RESOLUTION NO. 8
The Opportunity to Vote in Chapter Elections and
Contract Ratifications by All Chapter Members

34
35
36
37
38
39
40
41
42

WHEREAS, many county offices of education have classified bargaining unit members over the entire county in county programs that are located in K-12 districts and community colleges, and

WHEREAS, most county offices of education, and some community colleges, private sector and K-12 district chapters cover large geographic areas, and

WHEREAS, some chapters cross county lines to provide services for the children of California. This means that members can work great distances from the central office, and

WHEREAS, it is our desire to offer an affordable opportunity to cast a ballot in chapter elections and contract ratification to ALL chapter members at a minimal cost to the chapter, and

WHEREAS, it would benefit the members if CSEA could look into the possibility of offering the option of computer balloting in policy 618 & 610, and

WHEREAS, a pilot program with one chapter from Northern California and one chapter from Southern California as the test chapters;

BE IT THEREFORE RESOLVED: That CSEA investigate the possibility of offering computer balloting for chapter elections and contract ratification with a one-year pilot computer balloting program. A one-year pilot program would allow all members of the designated test chapters the opportunity to vote. Pilot one county office of education chapter from Northern California and one county office of education chapter from Southern California. The outcome of the pilot program to be reported by the chapters involved at the 2010 annual conference.

Certified January 27, 2009, postmark
Lori Klingensmith, Association Secretary

Submitted by Riverside County Office
of Education Chapter 693

Area F, Region 33

Approved at January 21, 2009, Chapter
Meeting

/s/ Kasey McCall, Chapter President

/s/ Tonia Watkins, Chapter Secretary

43
44

Author's Statement

45
46
47
48
49
50

ALL chapter members should and must have the opportunity to cast their ballot for the officers they wish to lead their chapter. This is also true of contract ratification. If a member lives and works 100 miles from the central or main office there is a very slim possibility that the member will drive that 100 miles to cast a ballot for chapter officers. Many members have a second job; family obligations or they just do not have the money for gas.

1 You say why not vote by mail. First, the chapter must secure a separate Post Office
2 Box to be specifically used for this purpose. Then, the chapter must print and mail a
3 ballot with instructions and a return envelope to all members' home address. Now, add
4 the cost of printing, cost of the Post Office Box and postage. This could cost the
5 chapter hundreds of dollars. For example, for a chapter of 750 members, postage
6 alone is over \$315. The cost of materials and printing the nomination forms, ballot,
7 instructions, envelope to mail out and return address envelope and the cost could be
8 close to \$1000. The total cost for one election or contract ratification could cost \$1315.
9 or more for a chapter with 750 members.

10

11 We live in a computer age. CSEA has an outstanding Information Technology
12 Department. Voting at state conference is done by computer balloting. CSEA stands
13 for democracy so let's see if it's possible to give all of our members an affordable
14 opportunity to vote at chapter elections and contract ratification.

1 **RESOLUTION NO. 9**
2 **Advertisement of Endorsed Board Candidates and Bond Measures**
3

4 **WHEREAS,** many CSEA chapters locally endorse board candidates and/or bond
5 measures then work tirelessly to get their endorsed candidates elected to
6 office and/or bond measures passed, and
7

8 **WHEREAS,** these CSEA chapters complete the Financial Assistance Request Form
9 and, after a rigorous vetting process, receive PACE funds for their
10 endorsed candidates and/or bond measures, and
11

12 **WHEREAS,** CSEA members often times work and live in different or overlapping
13 District boundaries, and
14

15 **WHEREAS,** communication of locally endorsed candidates and bond measures to the
16 numerous elementary, high school, unified, college, public sector, and
17 county office of education chapter leadership and all of their rank-and-file
18 members should be easily accessible and prolific, and
19

20 **WHEREAS,** PACE-endorsed state and federal candidates and Board-endorsed
21 propositions are already advertised on the CSEA website and through
22 CSEA emails;
23

24 **BE IT THEREFORE RESOLVED:** All locally-endorsed board candidates and bond
25 measures which have received PACE funds through the FARF process be included on
26 the CSEA website and in CSEA emails alongside PACE-endorsed state and federal
27 candidates and Board-endorsed propositions.
28

29 **AND BE IT FURTHER RESOLVED:** CSEA build and advertise a web function similar
30 to Capitol Connections which allows a member to enter his or her voting address and
31 then view all Board-endorsed propositions and PACE-endorsed and/or – funded
32 candidates and bond measures in the member’s respective voting districts.
33

34 Certified January 30, 2009, postmark
35 Lori Klingensmith, Association Secretary

Submitted by San Bernardino
Community College District
Chapter 291

Area F, Region 18

Approved at December 17, 2008,
Chapter Meeting

/s/ Michelle Crocfer, Chapter President

/s/ Colleen Gamboa, Chapter Secretary

44 ***Author’s Statement***
45

46 CSEA was founded in politics, and its member-led political program is second to none.
47 We as a society have entered a new age of competing communication where we are
48 bombarded with information from multiple sources via multiple medians. In order to
49 compete, CSEA should be looking for employing an effective communication strategy to
50 ensure political success in all federal, state, and local elections.

1 As it stands currently, success at the local level hinges on significant chapter
2 involvement in Board elections. It is the chapter's duty to provide the foot army to walk
3 precincts, apply for PACE funding, and communicate their endorsements to other
4 chapters and community organizations – and rightfully so.

5
6 Communication to other chapters and community organizations still seems the most
7 difficult hurdle to surpass for many chapters. CSEA, as an organization, should be
8 searching for every median possible to communicate its political endorsements –
9 especially at the local chapter level. Through utilizing the website and current
10 endorsement notification methods, CSEA will help ease many of the pressures on local
11 chapters during an election.

12
13 This resolution is attempting to break through the barriers of free and open
14 communication between CSEA members. In no means should it be viewed as an
15 attempt to shift responsibility from the local chapter to the state organization. As we
16 continue to break down barriers, our activists' time will be free to do more campaign foot
17 work like increased precinct walking.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50

RESOLUTION NO.12
Quality, Affordable Healthcare

WHEREAS, the mission of the California School Employees Association is to improve the lives of our members, students, and community, and

WHEREAS, the Board of Directors on January 20, 2007 adopted long-term Goal 8: Achieve passage of legislation to provide for quality, affordable, comprehensive healthcare for all California residents, and

WHEREAS, the Board of Directors on December 16, 2006 adopted a set of five principles designed to guide the union in seeking and supporting healthcare reform legislation to meet the needs and values of CSEA members, and

WHEREAS, CSEA conference delegates have not taken action to adopt or promote the five principles, which allows the principles to be altered without member input, and

WHEREAS, CSEA members have come to individually promote these five principles as the standard by which single-payer healthcare and other incremental proposals are proven solutions to the current healthcare crisis;

BE IT THEREFORE RESOLVED: CSEA shall seek legislation to reform the California's healthcare system following these five principles adopted by the CSEA Board of Directors in December 2006:

1. No collective bargaining carve-out. Collective bargaining carve-outs would eliminate any requirement for health care for part-time CSEA members.
2. No part-time carve-out.
3. Control health care cost increase. Any solution that does not address this issue leaves CSEA covered workers exposed to continuing health care cost increases and cost shifting at the bargaining table.
4. Provide an adequate level of coverage. CSEA opposes Health Savings Accounts or other bare bones plans that don't provide quality care and an adequate level of baseline health coverage.
5. Coordination with other unions and allies to maximize agreement on issues related to Taft-Hartley Trusts, CalPERS PEMHCA programs, and other health care plans.

Certified January 30, 2009, postmark
Lori Klingensmith, Association Secretary

Submitted by San Bernardino
Community College District
Chapter 291

Area F, Region 18
Approved at December 17, 2008,
Chapter Meeting

/s/ Michelle Crocfer, Chapter President
/s/ Colleen Gamboa, Chapter Secretary

1 ***Author's Statement***

2
3 CSEA has been at the forefront of lobbying for single-payer healthcare and has worked
4 tirelessly to educate our members and our communities on the benefits of healthcare for
5 all. CSEA has done such a fantastic job, in fact, that many in our membership are
6 concerned about CSEA losing focus.

7
8 Our Board of Directors heroically adopted five principles by which to measure
9 healthcare proposals to ensure only the best proposals are supported and adopted.
10 These five principles should be adopted through delegate action, because this
11 healthcare revolution is much bigger than the Board of Directors. This goes to the heart
12 of each member, and we as rank-and-file members should own this fight.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30

RESOLUTION NO. 13
Chapter Year Election of Officers

WHEREAS, chapter officers currently take office in January, and

WHEREAS, state officers are elected at the Annual Conference, and

WHEREAS, the Annual Conference is held on the last week of July or the first week of August, and

WHEREAS, the State Association currently abides by a fiscal year of July 1 through June 30, and

WHEREAS, by serving in a fiscal year, chapter officers could better serve chapter members;

BE IT THEREFORE RESOLVED: That Article III, Section 3 be amended to read:
The chapter and fiscal year of every chapter affiliated with this Association shall extend from ~~January 1 through December 31~~ July 1 through June 30 of each calendar fiscal year. Officer personnel shall be elected no later than ~~December 31~~ June 30 and assume their duties on ~~January 1~~ July 1. Installation of officers shall be held no later than ~~January 31~~ July 31.

Certified January 27, 2009, postmark
Lori Klingensmith, Association Secretary

Submitted by Pajaro Valley Chapter 132
Area C, Region 48
Approved at January 20, 2009, Chapter Meeting

/s/ Robert Salazar, Chapter President
/s/ Judith Fuller, Chapter Secretary

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38

RESOLUTION NO. 14
Statewide Health Insurance Pool

WHEREAS, the cost of health insurance is rising in the double digits, and

WHEREAS, the insurance industry can deal with individual school districts for the rates they give you, and

WHEREAS, negotiated salary increases are in low single digits and not able to keep pace with insurance increases, must less inflation, and

WHEREAS, more and more members have to drop their families from their health coverage due to the cost share they have to bear, and

WHEREAS, there seems to be no end in sight as to when our government or their education administrations will move to do anything to address this increasingly intolerable issue, not only for our Union but for all Unions dealing with education, and

WHEREAS, not only our members but members of all Unions involved need to act and need to act now to address this issue of out-of-control health care costs;

BE IT THEREFORE RESOLVED: That the Association be directed to take appropriate steps to form a statewide health insurance pool to negotiate for better health insurance rates for all of its members.

AND BE IT FURTHER RESOLVED: That the Association be directed to actively seek to include all other Unions deal with the educational system in said pool to increase negotiating power and to insure that there will be uniformity in the rates offered to individual school districts.

Certified January 30, 2009, postmark
Lori Klingensmith, Association Secretary

Submitted by Riverview Chapter 168
Area A, Region 34
Approved at January 21, 2009, Chapter
Meeting

/s/ Patrick Shandor, Chapter President
/s/ Kimy Gibson, Chapter Secretary

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50

RESOLUTION NO. 20
Support the AFL-CIO Resolution to Support Our Troops in Iraq
and Afghanistan by Bringing Them Home

WHEREAS, CSEA members honor the commitment of our working class brothers and sisters who have gone to Iraq and Afghanistan expecting to promote a world safe from terrorism, and

WHEREAS, as of January 2, 2009 the war in Iraq has killed 4,224 US soldiers, and wounded over 30,000, and nearly 100,000 Iraqis have been killed without preventing civil war and without creating a stable society, and

WHEREAS, the American people were told that the war in Iraq was undertaken to decrease the danger to the United States from “weapons of mass destruction” and were also told that a war in Iraq would decrease the threat from terrorism from groups such as Al Qaeda, and

WHEREAS, the war in Iraq was actually started to protect U.S. oil and other commercial interests in the Middle East from competitors in Europe Asia, and

WHEREAS, even the principle proponent of starting this war, former President of the United States George W. Bush, admits that the weapons of mass destruction were not there, and

WHEREAS, the threat of terrorism continues to grow in Iraq and other countries in the Middle East and acts of terrorism primarily affect natives of those countries, as well as the U.S. and coalition troops, and

WHEREAS, damage to U.S. workers from government response to natural and economic disasters is far worse than from any terrorist attack from outside U.S. borders, and

WHEREAS, the people of Iraq are best qualified to take control of their own society and government and resolve the conflicts between their religious and ethnic populations, the Sunnis, Shiites and Kurds, and

WHEREAS, California School Employees Association is a member of the AFL-CIO, and

WHEREAS, the AFL-CIO’s 2005 Annual Constitutional Convention adopted Resolution 58 which “supports the brave men and women deployed in Iraq” who “deserve a commitment from our country’s leaders to bring them home rapidly”, and

WHEREAS, over 200 individual union locals and labor groups have stated their opposition to the war, and

1 **WHEREAS,** we as educational workers and parents and relatives of American service
2 men and women have a responsibility to see that our young people do not
3 have to give their lives to protect the profits of oil companies and their
4 suppliers or defense contractors, and
5

6 **WHEREAS,** the percentage of US service men and women who are from minorities
7 and the poor exceeds their percentages in the US population, and
8

9 **WHEREAS,** many of these service men and women are there because they needed
10 work and are hoping to return to school with veteran's benefits, and those
11 benefits continue to be inadequately funded, and
12

13 **WHEREAS,** the medical care for these veterans has not been sufficient to take care of
14 their basic needs nor to rehabilitate them, as exemplified by the scandal at
15 Walter Reed Army Hospital, and
16

17 **WHEREAS,** unions generally, and CSEA specifically, need to be part of a movement to
18 redirect the trillions of dollars allocated for this ware (\$345 million each
19 day), and to address the needs of U.S. workers, and
20

21 **WHEREAS,** the current economic recession has and will cause massive loss of jobs
22 and decreased funding for social needs such as education and health care
23 and will reduce funding to address natural disasters, and
24

25 **WHEREAS,** the deployment of the National Guard to the Iraq ware zone has reduced
26 the states' abilities to combat natural disasters, and
27

28 **WHEREAS,** the 5% of the defense budge could provide universal health care, end
29 homelessness, and refurbish the schools of the entire country, and
30

31 **WHEREAS,** a redirection of the war budget will help the states fund job programs,
32 school programs, health programs and to fight natural disasters. With this
33 new vision schools will function as schools and not homeless shelters,
34 stadiums will continue in their role as stadiums and not hospitals or food
35 banks for the displaced, and
36

37 **WHEREAS,** the Status of Forces Agreement signed by Iraq and the United States on
38 November 17, 2008, calls for removing occupation troops from cities,
39 villages and towns in Iraq by June 30, 2009, and calls for all troops to be
40 out of Iraq by December 2001, and
41

42 **WHEREAS,** the continuing U.S. involvement in Afghanistan has not led to the capture
43 of Osama bin Laden, and in fact has seen the growth of the Taliban and
44 the deterioration of the Afghan economy and civil society, and
45

46 **WHEREAS,** sending more U.S. troops to Afghanistan will neither guarantee peace to
47 that region nor an end to terrorist activity, and
48

49 **WHEREAS,** supporting our troops means bringing them home from Iraq and
50 Afghanistan now;

1 **BE IT THEREFORE RESOLVED:** That CSEA support bringing hope to those service
2 men and women stationed in Iraq and Afghanistan by calling for the immediate
3 withdrawal of all U.S. troops from Iraq and Afghanistan;
4

5 **AND BE IT FURTHER RESOLVED:** That CSEA present this resolution as possible
6 legislation to the California State Legislature and in solidarity with the AFL-CIO in
7 recognition of their continuing efforts to end the war, bring home occupation troops, and
8 support the efforts of Iraqi and Afghani workers to rebuild their countries.
9

10 Certified February 2, 2009, postmark
11 Lori Klingensmith, Association Secretary

Submitted by Santa Monica College
Chapter 36
Area I, Region 69
Approved at January 15, 2009, Chapter
Meeting

16 /s/ Bernie Rosenloecher, Chapter
17 President

18 /s/ Connie Lemke, Chapter Recording
19 Secretary

1 representative as well as the employee of their intent to propose changes
2 to an employee's schedule or working conditions, and

3 **WHEREAS**, this loophole needs to be closed;

4
5 **BE IT THEREFORE RESOLVED:** The CSEA Legislative Department shall sponsor
6 appropriate legislation that would **mandate** Districts give the exclusive representative
7 reasonable prior notice of their intent to make any change(s) that fall under the scope of
8 representation (including start time and hours) to an employee's working conditions for
9 the purpose of providing the exclusive representative reasonable time to negotiate the
10 proposed changes with the District.

11
12 Certified January 31, 2009, postmark
13 Lori Klingensmith, Association Secretary

Submitted by Mt. San Antonio Blue
Chapter 651
Area G, Region 35
Approved at January 28, 2009, Chapter
Meeting

17
18 /s/ Johnny Jauregui, Chapter President
19 /s/ Art Morales, Chapter Secretary

20
21 ***Author's Statement***

22
23 Districts often believe that their right to "meet the needs of the districts" gives them the
24 right to impose changes to their employees' schedule, work hours, or other working
25 conditions that fall under the scope of representation. This incorrect belief often results
26 in abuse of their rights and can cause employees unnecessary hardship. Many Districts
27 are often successful in making these unilateral changes because of an apparent
28 "loophole" to the current language that gives employees the right to negotiate items
29 under the scope of representation; specifically, that the District is not **required** to give
30 prior notice to the exclusive representative when proposing changes that fall under
31 the scope of representation. Money, stress, and resources are often wasted in
32 defending an employee's rights when Districts make unilateral changes to a Classified
33 Professional's start time or work hours. Public Employment Relations Board (PERB)
34 members are appointed by Governor Arnold Schwarzenegger and have demonstrated
35 themselves not to be union friendly. CSEA Chapters across the state often face similar
36 challenges, particularly when a District hires a new manager who feels he or she has
37 the right to change their employee's start time or work hours. Districts often go
38 unchallenged when making these unilateral changes with less experienced or newly
39 elected Chapter officers. We need to put a stop to all the headaches caused by
40 Districts that incessantly make unilateral changes to employees' start time, work hours,
41 or other items under the scope of representation. We need a law clearly stating that
42 Districts shall be **mandated** to provide reasonable prior notice to the exclusive
43 representative to meet and negotiate proposed changes rather than unilaterally making
44 those changes. PERB has already ruled in favor of CSEA on the issue of Districts
45 making unilateral changes to items under the scope of representation without meeting
46 and negotiating the proposed changes with the exclusive representative. Let's tighten
47 or close the loophole and make a stronger State law that protects the rights of our
48 Classified Professionals!