

PERSPECTIVE



Central Valley Education Association

September 2011

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CVEA General Membership meeting

The CVEA General Membership meeting to discuss the contract re-openers tentative agreement was held on September 12 at the CVHS Theater. There were 26 people in attendance. The tentative agreement which had been approved by the Team of Twelve on August 29 was presented by President Steve Lalonde. There were many questions and some serious discussion about the agreement and the state of public education in our district and in the State of Washington.

Although 26 members out of 760 doesn't sound like much of a turn out, it should be noted that the General Membership meeting held before the ratification vote for our current contract only had 8 members in attendance, and that was for a full-open contract bargain. Certainly the current economic conditions have increased the level of concern members have about their jobs. I know that there were members who wanted to be there and couldn't for very valid reasons (coaching, etc.), but as most realize, there is not a time that works for everybody, and some of the elements in the tentative agreement deal with issues that are happening now.

Many thanks to all who have participated in any way with the process of contract maintenance.

We will be in a full-open bargain this next spring. If you are interested in serving on the Team of Twelve for the next bargain please send an email to cvea@cvsd.org.



Ratification Vote

The ratification vote is in process by the time you get this. The Special Edition Perspective that you should have received the first day back has the general description of the Tentative Agreement. The person(s) handling the balloting in your building will have that information as well as a packet with all of the specific language elements if you wish to see that.

The Bylaws of CVEA states:

“ARTICLE I - MEETINGS
SECTION I - GENERAL MEMBERSHIP MEETINGS

Paragraph 4 – Ratification of Contract: (See ARTICLE IX, SECTION I, Paragraph 3 for information on the composition of the

Bargaining Team. 1) The Team of Five will stay in close communication with the other members of the Team of Twelve. 2) When a tentative agreement (TA) is reached with the District, a meeting of the Team of Twelve will be held to explain the agreement and answer questions. The Team of Twelve must approve the TA by a 2/3 majority vote before the TA can be presented to the general membership. 3) After a minimum notice of three (3) school days a general membership meeting will be held to inform members of the TA and to answer questions. 4) A contract ratification vote will then be held by secret ballot in individual buildings no earlier than five (5) school days after the general meeting and no later than five school days prior to the end of the school year. 5) If bargaining is not completed in time to hold a ratification vote complying with the above schedule, a summer ratification vote will be held by mail.”

Obviously we couldn't do a summer ratification as we didn't finish the process until August 29, so all of the requirements are being met by the balloting schedule we have established. We must have the ballots returned to the CVEA office no later than 4:00, Friday, September 23, so that they can be counted and if ratified it can be taken to the school board for their consideration at the September 26th meeting.

From Molehills To Mountains

Too often members wait on some problem, such as a possible contract violation, in hopes that it will “go away.” Very often these problems are more easily dealt with the sooner we address them. To that end, the district and the association have regular SEAT (Superintendent and Education Association Team) meetings to address the molehills before they become mountains. If you think there is a problem that needs to be addressed, contact your building representative or the CVEA office to make your concerns known.

CVEA Website

CVEA has a website located at centralvalleyea.org. There is general information and the contract which has a hyperlinked table of contents. The contract is a single html page, so it can be downloaded for ready access. Our CVEA webmaster is Josh Kaiel, who teaches at Opportunity Elementary.

Building Rep Elections

The practice of building rep selection is usually NOT what it is called for in our Constitution and Bylaws. Just so you know how it is supposed to be done, here is the language:

“SECTION VI - ELECTION OF REPRESENTATIVE COUNCIL MEMBERS

Members of the Representative Council shall be elected by majority vote of a secret ballot following open nominations by the members of the organization within each representative unit.”

I realize that most of the time it is a voluntary (or coerced) appointment. Each unit (Building) is entitled to one rep for every ten members, or major portion thereof. So if you have 26 members in your building you may have 3 Building Representatives. The Building Rep Council is the primary governing body of our association.

CVEA Proposed Budget

Your Building Representative will be receiving the proposed budget for CVEA for this year at the September Building Rep meeting. The Rep Council will be voting on that budget at the October meeting. If you are interested in seeing that budget or have questions or concerns you want voiced, talk to your Building Representative.

Benefits Fair

Health care costs continue to rise while our compensation is falling. What can you do to get the maximum benefit from your resources? Come to the Benefit Fair on October 12 from 4:00 to 7:00 at University High School. It will be held in the Commons and will have the vendor representatives from the various organizations and companies that offer your benefit options. Be an informed consumer. Come with your questions and learn what you can do to make the most of your money.



Weingarten Rights*

You have them. Do you know what they are?

You have the right to have representation of your union present in a meeting with management about employee discipline if you ask for it. In 1975, the U.S. Supreme Court ruled in a case called Weingarten that an employee has the right to union representation when the employee “reasonably believes the investigation will result in disciplinary action” and when the employee requests representation.

What do you do?

1. If you believe that a meeting with your principal or supervisor could result in discipline, then you should request representation from the Central Valley Education Association. If the administrator refuses to postpone the meeting or will not state that the meeting is not for disciplinary purposes, you should remind them of the Weingarten Rights as you understand them.
2. If they still refuse, then you need to ask the administrator if he/she is giving you a directive to meet without representation. If the answer is yes, go to the meeting. After the meeting, contact [CVEA].

If the administrator does not give you a directive to attend the meeting, then state that you will reschedule when your CVEA rep. can attend and then call CVEA.

*adapted from the SEA “SEAvIEWS,” November 1, 1998, Issue No. 2.