

October 2017

# CVSTA NEWS

## MEMBERSHIP

The US Supreme Court has agreed to hear the Janus case, which challenges whether it's lawful for associations/unions to assess agency fees (fair share). "Fair share" fees are the cost of union representation for contract enforcement and bargaining. No one is forced to join a union, but unions are legally required to represent ALL workers who work under the negotiated agreement. The Union has the exclusive right and responsibility (Exclusive Representative) to bargain salary, benefits and working conditions. Employees who don't want to belong to a union only have to contribute to the costs of representation that they receive (their fair share).

If we lose fair share, we would have to continue to represent folks who have made no investment into services that they benefit from while losing the resources to support that representation. Understanding the protections and benefits of membership is essential.

Members and fee payers should all be aware of the value of the union and of membership. Without a strong union bargaining on your behalf, the district would make all decisions regarding your working conditions with no accountability... your salary, benefits, hours, extra duties, safety, leaves, transfers, evaluations, class size and more. Fee payers receive those same contract benefits but do not receive these additional union benefits:

- One million dollar liability policy
- Legal services for professional matters
- 30 minutes free legal consultation for non-professional matters
- Representation in the event of lay-off or dismissal
- Representation or assistance with credentials, retirement & unemployment

- Professional workshops and seminars dealing with issues in public education
- Right to vote for collective bargaining agreements
- Right to vote and hold office in the association.
- Credit Union services
- Insurance programs (group life, income protection, auto & homeowners) with endorsed providers
- DUES-TAB life insurance
- CTA Accident & Survivor Benefit
- Travel discounts
- Purchase discounts, including auto purchase discounts
- Notary Services
- Tutoring referral service

## NEGOTIATIONS

Bonus Pay, increases to extra duty pay and other contract language clean up from the August Tentative Agreement will be on the November board agenda for School Board approval. The bargaining team is currently working to schedule dates for upcoming sessions as the entire contract is now open for negotiation.

## ISSUES/CONCERNS

Be sure to attend CVSTA site meetings. Complete an 'Issue/Concern' form (found at <http://www.sbut.org/CVForms.htm>) and turn it in at the meeting so that site reps and CVSTA leadership can address the concern.

## Communication:

Sign up for Remind  
Text @cvstanews to 81010

If you don't already know who your site reps are, check them out at <http://www.sbut.org/cvofficers.htm>