



# California School Employees Association

EMPIRE UNION SCHOOL DISTRICT - CHAPTER 850

## **CHAPTER MEETING MINUTES**

**MARCH 8TH 2022 @ 5PM**

- 1.** Call to Order - CP Mazorra called the meeting to order at 5:05. Members present were: Travis Mazorra (Chapter President), Brandon McCoy (Vice President), Cindy Cromwell (Treasurer), Maggie Rosales, Ed Reynoso, Irvin Carrillo, Javier Cervantes and Rosa Carrasco.
- 2.** Additions to the Agenda –
  - a.** Travis reported the Draper Initiative is not going to move forward at this time. Tim Draper has dropped his campaign to eliminate collective bargaining between state/local governments and labor organizations (including unions).
  - b.** A member inquired about Juneteenth becoming a paid holiday for district employees. It is not currently considered a paid holiday by the district but the Negotiating Committee will address it during negotiations.
  - c.** Another member had a negotiations suggestion regarding district contributions to health insurance; if a member is not using health insurance offered by the district they should be receiving the district's contribution to health insurance on their paycheck each month. The Negotiating Committee will address this suggestion during negotiations.
  - d.** A member asked if there was a set date when contract negotiations were going to happen between CSEA and the district.

Travis mentioned that the Negotiations Committee still needs to meet and go through all the surveys and feedback brought up by members at the last couple chapter meetings. The negotiations committee will probably meet sometime in late March or early April and a date will be set for negotiations after that.

**e.** A member asked who is on the Negotiations Committee. Travis informed this member that the current Negotiations Committee consists of the following people:

- Travis Mazorra (representing Custodians)
- Victor Ramos (representing Bus Drivers)
- Brandon McCoy (representing Maintenance staff)
- Cindy Cromwell (representing Cafeteria staff)

**3.** Approval of minutes from December, January & February meetings - a motion was made by Travis to approve the minutes; seconded by Maggie. Without further questions and discussions, minutes were approved as read.

**4.** Treasurer's Report - Cindy Cromwell stated that the previous balance was \$5150.27. Member dues were deposited on 1/31/22 (\$62) and there was a debit for \$70 on 2/9/22 (Seven \$10 Amazon gift cards were purchased and distributed to the members who attended the February chapter meeting). The ending balance for March is \$5142.27. The report was accepted without any questions.

**5.** Old or Unfinished Business

**a.** Chapter Website - CSEA is offering websites to each individual chapter. Travis mentioned that he submitted the 'Acceptance of Responsibility for Website' form to CSEA HQ which authorizes our local e-board (Travis, Brandon, Cindy & Celia) to become webmasters for our chapter website. Once approved we can begin editing and uploading documents. Website editing tools will be available at the end of March. CSEA will be offering a Communications Academy (webmaster training) on April 30<sup>th</sup> and May 1<sup>st</sup>. Empire 850's website is coming soon.

**b.** Union Stewards – UST 1 trainings start over in the fall, if any members are interested in becoming a union steward they will have to wait until those new trainings are available later this year. Travis is currently in training to become a steward (he has completed UST 1 and UST 2, the 3<sup>rd</sup> and final class will be completed soon). Brandon McCoy completed his Union Steward Training last year, Jo

Espinoza (LRR) delivered Brandon's CSEA Union Steward jacket on March 8<sup>th</sup> 2022.

**c.** Bank account signature list – All e-board members have signed paperwork at the bank and have been added on as account signers. Travis is working on getting our Treasurer (Cindy Cromwell) a debit card to make chapter related purchases using chapter funds. Cindy mentioned that she is in the process of organizing all of our financial records and may need to purchase some office supplies using chapter funds.

**d.** Officer Skills Training & Area E Leadership Institute - All e-board officers should attend the Officer Skills Training. Travis mentioned that he attended the March 5<sup>th</sup> training. The last available training will be held on March 26<sup>th</sup> via zoom. Area E Leadership Institute is scheduled for the evening of May 6<sup>th</sup> and all day May 7<sup>th</sup>. The Area E Leadership Institute will be geared towards building strong e-boards, CSEA encourages all e-board members to sign up.

## **6.** New Business

**a.** Negotiations Surveys - Surveys were sent out to all employees in the CSEA bargaining unit and were due by March 4<sup>th</sup>. The survey asked employees for their input and suggestions for the labor contract between CSEA and EUSD. 10 out of 47 surveys were returned. The Negotiations Committee will meet soon to go through all the surveys and feedback brought up by members at the last couple chapter meetings. Travis went over some of the topics mentioned in the surveys. Members mentioned things like health care contributions, pay increases, equipment needed to improve efficiency, Juneteenth, uniform (shoe) stipends, vacation days, Bus Driver field trip compensation.

**b.** Negotiations input from members present – A couple members brought up some topics during the 'Additions to the Agenda' portion of this chapter meeting. Travis asked if any other members had more input on contract negotiations. One member brought up the "Me-Too" clause (which is located on page 35 and 36 under section F) and suggested we keep that in our successor contract.

**c.** Chapter Unsung Hero of the Year / Activist of the Year – CSEA is holding a member recognition event called "Stronger Together" at 11am on Saturday, May 14<sup>th</sup> at the Yosemite Lake Rotary

Cove I, located at 5416 N. Lake Rd. in Merced. This event will celebrate individuals who have made CSEA stronger and better throughout our service area.

- Chapter Unsung Hero of the Year - Our Field Director is asking each chapter to select a "Unsung Hero" of the Year award recipient. The "Unsung Hero" of the Year is the member who does the work behind the scenes for the chapter, like setting up meetings, getting refreshments, delivering the newsletters, or just does whatever is asked of them. They are one that the chapter counts on to volunteer when no one else will. They typically do not receive any other recognition for their contribution to building the union. Travis asked members who they'd like to select to be our chapter's "Unsung Hero" of the Year. A motion was made by Brandon to select Travis Mazorra, seconded by Maggie. Travis accepted. Travis will submit the paperwork to RDFO.
- Activist of the Year – This member is involved in just about everything. The time spent being an activist. They participate in phone banking, political activities which could be local or state activities, regional or area activities, and support other chapters in the field office when called upon to do so. The recipient of this award puts the "face of CSEA" in their community, at the local chapter level, in the region and the area. They are truly working to build the union in the River Delta Field Office service area and are supportive of the mission of CSEA. Our members decided to nominate Isa Wiechmann for this award. Travis will submit the paperwork to RDFO.

**d.** Delegate Nominations for CSEA Annual Conference - CSEA's next Annual Conference will be held July 24 – 28, 2022 in Las Vegas. It's CSEA's biggest event of the year, where CSEA members from all over the state gather to put union democracy into action and set the course for our future. All conference delegates are CSEA members who are locally elected or appointed to attend conference by members of the chapter they are representing. As they do at every

conference, delegates spend the week gathering information, debating resolutions and budgets, and casting votes on behalf of their chapters back home. In addition to the formally scheduled events, these dedicated members take advantage of the annual gathering to discuss their challenges and exchange ideas with one another.

- Each chapter is responsible for paying for all travel, hotel and other expenses using their local chapter funds. CSEA does offer delegate assistance to chapters whose membership is 75 or less. Qualifying chapters can apply for financial assistance to enable the attendance of one delegate at the annual conference. Travis mentioned that he has submitted an application for delegate assistance to HQ.
- Our chapter has decided to send one delegate to the conference this year if our application for delegate assistance is approved.
- A motion was made by Cindy Cromwell to select Maggie Rosales as our chapter's tentative delegate for conference (pending delegate assistance approval), seconded by Travis. Maggie accepted.

**7.** Good of the Order – Members took this time to thank and congratulate Brandon McCoy for completing the Union Steward Training last year. He is currently our only Jacketed Steward, our Chief Union Steward and Vice President of our chapter.

**8.** Adjournment - Meeting was adjourned by CP Mazorra at 5:49pm.