



## HAYWARD EDUCATION ASSOCIATION



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Website (announcements, forms, contract, etc.): [www.heahayward.org](http://www.heahayward.org)

### September 23, 2022 – Friday Follow-up



#### **Happy Autumn and Happy Break for Year-Round**

As the weather hopefully cools in the coming weeks, we hope the busy-ness of the new school year also begins to cool. To that end, we wish all Year-Round folks (who have been going since early July) a happy and well-deserved break!

#### **7% Salary Increase Info and FAQs**

The negotiated 7% salary increase, including compensation in Appendix A, will be reflected in our current salary schedule and pay on September 30<sup>th</sup>! The retroactive payment to July 1, 2021 is scheduled to be a separate check in October! Your union dues at work! Attached is a [Salary Increase and Retro Pay FAQs from the District](#).

#### **Work Orders and Grievances**

Folks have reached out to HEA because they do not have working AC nor have windows that function. Additionally, work orders are often "lost", ignored, or put off. To that end, HEA is filing grievances where expectations are not met (if you have AC, it is reasonable to expect it will work. If you have windows, it is reasonable to expect that they open.) Please let us know if you need help with filing a grievance. We have also requested a flowchart of protocols to be followed when filing a work order and have requested that expectations would be included e.g. when you would expect a response or the issue resolved.

#### **Open Enrollment/Benefits Audit Being Conducted**

In years' past, the district has provided the professional courtesy of letting us know in advance of the Open Enrollment Audit and process to be used. We have been successful in advocating for any audit to include a quick update of information and nothing more, no sales pitches of plans, etc. This year, we have a new district person in the benefits role and no one at the district took the time to let that person know of past practices. As a result, members are being called on weekends, at home, after hours, and sales pitching is rampant. We have requested that any calls made should be done during work hours and appointments can be scheduled at your discretion. During those appointments, you are only required to update information and you can simply decline any other topics being discussed. If there is pushback, please let HEA know and (while we more than likely cannot make much more than a dent in their practices) we will take issues in for the future practices.

#### **CTA University Credit Program**

Want to move on the district salary scale? The average annual salary increase for CTA members that earned university units through the CTA program and submitted their transcripts to their district is **over \$3,000!** [Find out more about the CTA University Credit Program HERE!](#)

## **LGBTQ+ Issues Conference – Application Deadline Oct. 4th!**

HEA is looking to sponsor 3 Members to attend the CTA LGBTQ+ Issues Conference that will be held in Palm Springs, October 28-30, 2022. This conference will address LGBTQ+ issues involving educators, students, and the community. It will be hosted in-person, is open to all CTA members, and will serve as a venue to discuss a variety of subjects affecting the entire membership and California's youth.

This year the theme of the conference is "Connected by LOVE: The Threads of Our Community". Sessions will focus on diversity, inclusion & belonging and LOVE!

**If interested, email [office@heahayward.org](mailto:office@heahayward.org) before October 4th!** More details about the conference and how to apply to be sponsored can be found in the [attached LGBTQ+ Issues Conference flyer](#).

## **2022-2023 HEA-sponsored CTA Conferences**

Interested in other CTA Conferences this year? See the [attached HEA-Sponsored Conference Overview for the 2022-2023 year](#).

## **Generation Debt: Student Loan Forgiveness Virtual Workshops**

HEA members are invited to attend one of the two upcoming free virtual events entitled "Generation Debt – Student Loan Forgiveness." Attendees will learn about the three loan forgiveness programs from the U.S. Department of Education and the recently announced expansion and review of the program. [Additional details are provided in the attached flyer](#).

[RSVP for Tuesday 9/27, 4:00-5:30pm](#)

[RSVP for Wednesday 9/28, 5:00-6:30pm](#)

## **HEA-endorsed HUSD School Board Candidates for Nov. 2022 Race**

At HEA's last FRA meeting, representatives voted to endorse April Oquenda, Ken Rawdon, and George Drapeau for the open HUSD School Board seats in the upcoming Nov. 2022 election. HEA's Political Action Committee is working with CTA to have printed mailers sent in the coming weeks, but also have available [endorsement flyers](#) for any who are interested to share on social media.

## **Precinct Walk Sign-up**

We have a special opportunity to elect local representatives this November that include a lifetime advocate for labor and supporters of public education. We need your help to educate our community and make sure they win in the upcoming election! Precinct walks are every Saturday at 10am starting at the campaign's Hayward office, and HEA is asking all members to help on **October 8<sup>th</sup> and October 29<sup>th</sup>**. [Please sign up here today](#) and spread the word to your colleagues, family, and friends!

- **Liz Ortega** is currently Secretary-Treasurer of the Alameda Labor Council and has fought with educators and other union members through all of our recent struggles. She will be a true voice for working people in Sacramento.
- **Aisha Wahab** has been a great advocate from her current position on Hayward's City Council and will be an outstanding representative if elected to the State Senate in November.
- HEA has also endorsed Hayward school board candidates **April Oquenda, Ken Rawdon,** and **George Drapeau** who we believe respect our work and will be good partners as we continue to improve our schools.

*No prior experience is required to participate in a precinct walk. Please bring your mobile phone fully charged. Walks start at 10:00am and usually end no later than 1pm. We will meet at the Ortega campaign office, located at 22708 Foothill Blvd in Hayward.*

Attached is a ["Thank You" message and update from Liz Ortega](#) following last weekend's kick-off.

## **In Other Union News**

SEIU has requested that we share with our members an SEIU-initiated [“No Confidence” Petition](#) regarding M&O in case individuals would like to sign on in support of SEIU’s claims. This is especially impactful as SEIU is preparing contract negotiations.

## **HEA Office Hours**

The HEA office has new hours of operations! Until further notice, the HEA office is open on Monday and Wednesday-Friday from 9:00am-4:30pm and is closed on Tuesdays.

## **Membership Cards Coming with October Educator Magazine**

Paper supply chain issues continue to be a pain point for the printing industry, which is impacting us as well. While the Back-to-School print issue of the California Educator magazine may have already been delivered to you or soon will be ([you can read the digital version here](#)), the vendor that provides the CTA membership cards has experienced significant delays. To keep things timely and moving, membership cards will be mailed in the October/November issue of the magazine. In the meantime, members are starting to receive an email with a link to download their digital membership cards.

## **CTA Member Benefits**

Attached is a [CTA Member Benefits Announcement](#) regarding CTA-endorsed Life and Disability insurance and more for new hires and district transfers.

## **9/27 CTA Webinar: Teaching in the Golden State**

California’s teacher shortages are a pressing public policy issue that can no longer be ignored! Join us as we share key findings from a comprehensive statewide survey of 4,600 California teachers pertaining to job satisfaction and outlook; diversity and inclusion within the school environment; and practices and policies to improve teacher retention statewide. [Register HERE!](#)

**We are stronger when we  
Stand Up! Stand Strong! Stand Together!**

 **Mark Your Calendar** **Mark Your Calendar** **Mark Your Calendar** **Mark Your Calendar** **Mark Your Calendar** **Mark Your Calendar** **Mark Your Calendar**

- **HUSD School Board Meeting – Wednesday, 9/28/22 @ 6:30pm**
- **HEA BoD Meeting – Monday, 10/17/22 @ 4pm**
- **HEA FRA Meeting – Monday, 10/24/22 @ 4pm**