



## HAYWARD EDUCATION ASSOCIATION



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

### November 4, 2022 – Friday Follow-up



#### **M&O Work Orders**

Now that we have some cold weather (at least the mornings), we are in need of heat in our rooms - unfortunately, the district does not appear to have put that equation together. This week, many folks have turned on their thermostat (where they can) or looked to their thermostat in anticipation of heat to no avail. We have passed along the message to Allan Garde and in one instance, in one classroom, the district fixed the problem, not so for other calls. In most instances, the response has been "we are on it", "we will provide heaters" (which then blow the circuits) or "we are waiting for a part". Much of this could have been avoided with a bit of anticipatory thought and a plan.

**For now, prepare a grievance to your admin as the first step (they are the first to receive the grievance even though they have little control) on the grounds of safety (we can help fill out the grievance form) and please let us know and we will take it directly to M&O with the hope it can be fixed immediately.** Typically, we would say fill out a work order, but earlier this week we were told by Allan Garde that there is a new system in place and despite the contract giving us the right to access and fill out our own work orders, the new system does not allow for filing work orders without an account for each individual filing a work order. So, you would need to create an account and the district would need to approve the account prior to your ability to file a work order! We asked for an immediate remedy to this violation of the contract. Without a response, we will file a grievance next week regarding access to the work orders as stipulated in the contract.

Fun fact, you may want to contemplate using a past action: teachers filled out field trip forms to the district office, where there is heat! Just another somewhat desperate option in trying to secure an environment whereby teaching and learning can take place without extra jackets and gloves and without absences due to colds, etc.

#### **COVID Protocols**

In recognition of a growing number of students and teachers out and holiday gatherings likely, we have asked and are waiting for updates regarding COVID protocols. Thus far, we have received news that sites can request replacement "COVID Isolation tents" so that students thought to show signs of COVID can be separated from those students in the office or on a bench for disciplinary or resting purposes. The District also shared that they have some COVID tests in the warehouse and are "working on" their distribution. We will attach the district's communication to our communications as soon as possible.

## **Anti-Union Mailing Sent to HEA Members**

Members have reported receiving anti-union mailings from the Freedom Foundation in recent days. Beware of the wolves in sheep's clothing! The Freedom Foundation (and other groups advocating against education unions) have a long-term agenda to eliminate unions, undermine public education, dismantle our pensions and restrict our rights in the classroom. Don't be fooled by their claims! Our union has always fought to empower educators at work, defend public schools, and improve salaries and retirement security. Ask your FRA Representative or a HEA officer if you have any questions about the false claims made in these mailings.

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## **Refresh**

HEA sent a "Demand to Bargain" notice to the district (a term of art not as harsh as it sounds) regarding the refresh. It would appear that without agreements, the district has, for example, not provided equitable distribution of moving materials, developed timelines that do not coincide with our calendar of events (e.g teachers are to pack during parent/teacher conference times), and different hours and therefore pay may have been given to pack and unpack. We stated in the Demand to Bargain that we believe that using other language from moves, etc., (including the school closure language) we will be able to clarify and develop an agreement quickly so as not to stop the "flow" of work. To date, the District has not responded.

## **Successor Bargaining**

The Successor Bargaining Team met and will meet again to review and develop proposals based upon the surveys and grievances brought forth. Thanks again for capturing the issues at hand regarding and improvements needed in our working conditions.

## **Preschool Extension of Hours**

The District received a grant to extend the hours to a full-day preschool class. Presently, we have half day programs. We received the initial proposal from the district but need to meet regarding hours, prep times and the number of days of the year.

## **Cyber High**

We responded to a proposal from the district regarding Cyber High at the high schools. The program would impact secondary teachers and counselors selected for the positions available. Having reviewed this type of document yearly, it is not anything new except that the number of days decreased significantly for the program and thus teachers and counselors in the program. This would result in less pay for the members involved in the program. When we asked why there were less days this year, we received the response that there was an "error" last year and this year there would need to be less days. Wanting to understand and enable a meaningful counter proposal including an equivalent of pay to last year, we have asked for further clarification and, to date, have not received any. We have continued to ask for clarification in our weekly meetings with HR and in Ed Services to no avail. We have been waiting since October 6th and will continue to ask the questions.

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## **State and School Board Candidates**

If you haven't yet completed your mailed ballot, don't forget to elect these important CTA and HEA-endorsed State and School Board candidates! There is still time to help walk Hayward communities and spread the word about our endorsed candidates! **Join us at 9:30am this Saturday, 11/5, at the Ortega campaign office, located at 22708 Foothill Blvd in Hayward. No prior experience is required to participate in a precinct walk. Please bring your mobile phone fully charged. Walks usually end no later than 1pm.**

- **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 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.

## **Vote NO on Prop 30!**

Prop 30 is a deceptive initiative schemed by ride-sharing corporation Lyft that includes a loophole that will divert **as much as \$40 billion away from public schools!**

Additionally, CTA State Council has taken positions on five of the statewide initiatives facing California voters:

- ✓ **Yes on Prop 1:** Reproductive freedom and access to healthcare services.
- ✗ **No on Prop 27:** Would legalize online and mobile sports betting, with no money for schools.
- ✓ **Yes on Prop 28:** Nearly \$1 billion a year for art and music in schools.
- ✗ **No on Prop 30:** Lyft Tax Grab sidesteps law requiring half of new revenues to go to schools.
- ✓ **Yes on Prop 31:** Protects current law banning sale of flavored tobacco products.

[Learn more about these statewide initiatives in this upcoming election, HERE.](#)



## **Save the Date: Upcoming CTA Conferences and HEA Sponsorship**

Save the date for CTA's upcoming in-person conferences:

- [Issues Conference](#) in Las Vegas from January 13-15
- [Good Teaching Conference - North](#) in Burlingame from February 3-5

Did you know that HEA sponsors members to attend various CTA conferences? See the [attached HEA-Sponsored Conference Overview for the 2022-2023 year](#) for more information.



### **CTA Thursday Mail**

Attached is this week's [CTA Mail](#) with information about CTA Awards for local chapters and members.

**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*

- **HEA BoD Meeting – Monday, 11/7/22 @ 4pm**
- **HUSD School Board Meeting – Wednesday, 11/9/22 @ 6:30pm**
- **HEA FRA Meeting – Monday, 11/14/22 @ 4pm**