



# HAYWARD EDUCATION ASSOCIATION



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

## October 14, 2022 – Friday Follow-up



### HEA's Bargaining Team

HEA's bargaining team has been assembled and will begin meeting to prepare for upcoming negotiations for the entire contract. Meet the HEA Bargaining Team:

- Mercedes Faraj – Bargaining Chair
- Mary Walsh – High School
- RJ Horstmann – Middle School
- Kristina Huskins – Elementary School and Independent Studies
- Agustina Noble – Preschool
- Elvia Gauzin – EL Specialist and Year-round
- Paulette Albert – Special Education

Additionally, they will be reaching out to representatives from assignment-specific groups (nurses, psychologists, SLPs, etc.) throughout the bargaining process. The HEA bargaining team will be framing their discussions based on results of the bargaining survey from May 2022, grievances, etc. Thank you for sharing your voice and concerns through these channels to help us prioritize and prepare to meet with the district at the bargaining table.

### 7% Retro Check Planned for 10/14 Will Now Be 10/17

We've been informed by the district that the retro checks that were planned to go out on October 14<sup>th</sup> will now go out on October 17<sup>th</sup>. [See the email from Allan Garde attached and HEA's response](#) re: district admin actions that are increasing the workload and stress on our members and sibling union members.

With the turnover referenced in Allan's email of both the Payroll Supervisor and one of the two Payroll Technicians, it bears repeating to always review your pay stubs to ensure accuracy. If anything appears inaccurate, let us know! For additional information about when, where, and how you can anticipate your retro check, see the [district's Retro Pay FAQ](#).

### COVID Supplemental Leave Extension

This is repeat information from previous weeks regarding the SB95 extension, including [the district confirming their understanding is in alignment with CTA/HEA's](#).

Access to COVID Leave has been extended **until the end of December 2022**. COVID leave (sometimes referred to as SB95 days) that cover absences related to COVID was to expire September 30<sup>th</sup>. During the pandemic, the State allotted each of us the equivalent of approximately 10 days (80 hours) that we could apply to our days out as a result of COVID e.g., contracting COVID, quarantine time, etc. Access and application of this bank of days will be extended. *To be clear, these would not be new days nor additional days.* However, individuals who had not yet used their COVID-19 Supplemental Paid Sick Leave would be able to use their remaining days in October, November, and December of 2022.

## 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 Continues

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 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.*

## Oakland Unified School District School Board Candidates

Oakland Education Association has endorsed a slate of strong, progressive women who share a vision for a school district that serves all of Oakland's students' academic, social, emotional, and physical needs. Students, families, and educators need **Jennifer Brouhard, Pecolia Manigo,** and **Valarie Bachelor**. [Learn more about OEA's endorsed candidates for OUSD here.](#)

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

Save the date for CTA's upcoming New Educator and Good Teaching Conferences! [More Information and Conference Highlights HERE!](#)

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

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



- **HEA BoD Meeting – Monday, 10/17/22 @ 4pm**
- **HEA FRA Meeting – Monday, 10/24/22 @ 4pm**
- **HUSD School Board Meeting – Wednesday, 10/26/22 @ 6:30pm**