



## PRESIDENT'S MESSAGE

Happy New Year!

This is our first newsletter of the year and as your new chapter president I just want to say thank you to all the members for all of your hard work. I look forward to seeing you at the union meetings which are still the third Thursday of the month at 5:15pm at Thousand Oaks High School in the library. I know for some making these meetings is tough and that's why the union is working on making changes to allow virtual attendance.

The big topic is always negotiations and where are we at. So far, we drafted our initial proposal and presented it to the board. Your team has a few internal meetings scheduled this month before they sit down with the District again. The negotiations team is still looking for more members to join; this is a great opportunity for you to voice your opinion and help make changes! Please reach out to me or any e-board member to join.

A couple more updates, the MOU for child nutrition passed with a 100% yes vote, thank you all who took the time voting. Secondly the para educators have started a para committee, if you are a para educator and are interested in attending please reach out for more information. The para education conference is coming up and we have selected three members to attend.

Please attend this month's union meeting on February 20th at 5:15pm at Thousand Oaks High School library, we will be doing the CSEA yearly conference nominations.

Thank you to all our members!

Your President,

Mike Bunde



## CHAPTER 620 SCHOLARSHIPS

CSEA Chapter 620 is now accepting applications for five (5) scholarships, each valued at \$1,000.

These scholarships are available to graduating high school seniors who are dependents of CSEA Chapter 620 members of CVUSD.

The scholarship application, along with eligibility criteria and application requirements, is attached to this newsletter email. All applications, including supporting documentation, must be submitted to CSEA Chapter 620 by April 11, 2025.

**Looking to get involved and make a difference? Join one of our committees! Whether you're passionate about shaping Health Benefits, helping with DAC initiatives, working on the Budget/LCAP, ensuring Safety, contributing to the PC Commission, supporting Labor, or advocating for Paras, there's a place for your voice and ideas. Together, we can drive positive change. Please reach out to any Chapter 620 Officers for more details!**

## CALPERS WEBINAR

It is never too early to learn how CalPERS pays you later for a lifetime.

Learn all about:

- What benefits are available to you now and in the future.
- The importance of the CalPERS Power of Attorney form.
- How to purchase substitute time toward your pension.
- What information CalPERS uses to calculate your retirement.

Get your questions answered. Hear from CSEA Member Benefits Coordinator, Debb Jachens, as well as additional speakers.

Pre-registration is required.

Monday, March 3, 2025

[Register Now](#) 

## IMPORTANT DATES

**CSEA CHAPTER MEETING**

3rd Thursday of the Month

5:15 pm - 6:15 pm

TOHS LIBRARY

Upcoming Meetings:

February 20, 2025

March 20, 2025

**BOARD OF  
EDUCATION MEETING**

1st & 3rd Wednesday of the Month

6:00 pm

CVUSD Board Room - CVHS

Upcoming Meetings:

March 5, 2025

March 19, 2025

**PERSONNEL COMMISSION**

Upcoming Meeting:

March 20, 2025 @ 3:30 pm

# MEMBER BENEFITS

Make the most of your membership  
by taking advantage of your  
exclusive benefits and discounts!

[CLICK HERE](#)

OR VISIT CSEA.COM

## YOU HAVE THE RIGHT TO ASK FOR UNION REPRESENTATION

If a supervisor calls you into a meeting, you may have reason to have your union representative present.

These are your rights:

- You must ask for representation. The employer does not have to advise you of your rights.
  - You have the right to know the purpose or subject of the meeting.
  - If you think the meeting might lead to discipline, reprimand or dismissal, you have the right to union representation.
  - Immediately notify your union steward or other CSEA representative of your meeting with management.
  - If the purpose of the meeting is investigatory and could lead to discipline and you have requested union representation, the employer must stop the meeting or reschedule it until a representative is present.
- If you request representation and it is denied, you have the right to refuse to answer any question that could be used against you. However, do NOT refuse to attend the meeting. Contact your representative immediately.

Remember you must demand your right to union representation.

Contact a union steward or chapter officer if you have questions.

### ARE YOU A CHAPTER MEMBER?

#### NEW EMPLOYEES:

You are not automatically associated with CSEA Chapter 620. You must fill out an application to become a member of the union and by doing so, automatically become a Chapter member.

Please use link below for the application.

[New Member Application Form](#)

You can send your application via interoffice mail to: CSEA Mailbox, 750 Mitchell Road

Have questions? Please contact any Chapter 620 Officer.

## EVENTS & TRAINING

**CSEA holds events throughout the year with a strong focus on member training and education. From large conferences to on-demand webinars, we have an event to help you make the most of your union membership and improve your skills on the job.**

**This is your one-stop shop for all upcoming CSEA events and trainings. Find everything from statewide events, field office trainings and webinars to important meetings and deadlines.**

LEARN MORE



### CHAPTER 620 OFFICERS

**President** - Mike Bunde  
**First Vice President** - Annsley Rubino  
**Second Vice President** - Gloria Alamir  
**Secretary** - Harriet Osinski  
**Treasurer** - Connie Reyes  
**Communications Officer** - John Henrikson  
**Chapter Webmaster**  
**Union Stewards** - Annsley Rubino  
[Arubino.csea@gmail.com](mailto:Arubino.csea@gmail.com)

#### Labor Relations Rep.

Bridget Howze  
[bhowze@csea.com](mailto:bhowze@csea.com)

#### Regional Representative Region 59

Jeanne Foster  
 Conejo Valley Chapter Voice  
 Editor: John Henrikson



Mike Bunde

## CONTRACTUAL CORNER

What do I get paid if I work overtime? For this month contractual corner let's take a look at the contractual language regarding overtime.

- 12.5 Overtime: Except as otherwise provided herein, all overtime hours as defined in this Section shall be compensated at a rate of pay equal to time and one-half (1 1/2) the regular rate of pay of the unit member for all overtime assigned and worked. Time worked that has not been expressly assigned and authorized by the District shall not be compensated as overtime. Overtime is defined to include any time worked performing assigned job functions in excess of eight (8) hours in any one shift or in excess of forty (40) hours in any calendar week whether such extra hours are worked prior to the commencement of a regularly assigned starting time or subsequent to the assigned quitting time.
- 12.5.1 Unit members required to work beyond the work week of five (5) consecutive days shall be compensated at the overtime rate commencing on the sixth (6th) consecutive day of work except that all hours worked beyond the work week of five (5) consecutive days for unit members whose work hours are less than four (4) hours will receive straight time on the sixth (6th) consecutive day.
- 12.5.2 Unit members required to work on the seventh (7th) consecutive day of work up to eight (8) hour shall be compensated at double the regular rate of pay 12.5.3 Unit members required to work in excess of eight (8) hours on the sixth (6th) and seventh (7th) consecutive day shall be compensated at two-and-one-half (2 1/2) times the regular rate of pay.
- 12.5.4 Unit members required to work on a holiday shall be paid for such work in addition to the regular pay received for the holiday, at the rate of one and one-half (1 and 1/2) times the regular rate of pay.