

WELCOME TO THE 2018-2019 SCHOOL YEAR

READY FOR A YEAR OF AWESOME!

The fireweed is going to seed, there's some salmon in the freezer, and it's fair weather outside. Yes.. summer is winding down. But as the leaves start turning color the activity at CEA starts gearing up. The past couple months have been filled with committee work, organizing, and making plans for this to be a fantastic year. You have incredible co-workers who have been working hard going over policies and budgets, pulling together Professional Development and events, and challenging themselves to be active leaders in our association. I would like to thank them for volunteering their many hours and hope you will join me!

As we continue focusing on the goals of our association, the direction of your Executive Board, and the 960+ individual voices that are CEA, I am watching the hard work pay off. You are engaging in your union by attending meetings, utilizing trainings, and volunteering. We are becoming the strong, unified association that you are proud to be a part of. **STAND TALL & APPLAUD!**



**If you see me—
let's talk!!**

In Solidarity,
Karen Salisbury, CEA President

Educators - Together, Stronger

YOUR UNION MEMBERSHIP

Lots of phone calls, emails, and texts are coming in from members asking what is happening with membership after the Supreme Court decision this summer. Nothing has changed for CEA members. Your membership will continue uninterrupted. Members have **always** had the option to opt-out of the union and that option still exists. The only change is for non-members. Since the Janus vs AFSCME decision, a service fee is not charged to non-members. Still have questions? Please always feel free to contact me with any

**YOUR
UNION
YOUR
VOICE**

**MEMBERSHIP MEETING
SEPT 13TH
5:00-DINNER 5:30-MTG
Your voice is important!**

Four membership meetings are held each school year where members unite to conduct CEA business. This is where your voice can be heard and members can VOTE on issues that matter to YOU! At this first meeting of the year we will be discussing FY19 budget & local plan, local elections, trainings, changes to our sick leave bank policy, nominations for DA delegates & ESP Conference, negotiations, and the "Janus" supreme court decision.

We understand how busy your lives are, and we want to help you attend this meeting...

dinner and child care provided!

**Did
you
know?**

Your leave for the entire school year has been front-loaded, so please be cautious and make every effort to stretch your annual leave and floating holidays. Leave Without Pay may be used for winter break, spring break, and Fair Friday, however not only does Leave Without Pay affect your paycheck (it is a day without pay), it can affect your retirement benefits, leave accrual, and sometimes your work.



As schedules are being worked out for the buildings and classrooms, remember duty free ½ hour lunch and appropriate breaks should be built into your schedule (not at beginning or end of workday). We have huge workloads and our brains and bodies need some down time and nourishment throughout the day. Here's what that should look like:

- Less than .50FTE: No break or lunch is required
- .50FTE - .99FTE: (1) 15 min break ½ hour lunch
- 1.0 FTE: (2) 15 min breaks ½ hour lunch

CLASSIFIED EMPLOYEES' ASSOCIATION

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Suite 6
Palmer, AK 99645
Office: 907-373-0800
Cell: 907-355-6781
E-mail:
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like us

CLASSIFIED EMPLOYEES' ASSOCIATION

08/31/18 Fair Friday No School

09/1/18 Labor Day holiday

09/10/18 - Joint Executive Board/Building Rep Meeting 5:30 pm CEA Office

09/13/18 - CEA 1st General Membership Meeting 5:00pm CEA Office

09/21-22/18 - NEA-Alaska Board of Directors Meeting

10/8/18 Executive Board Meeting 5:00pm @ CEA

10/9/18 Building Rep Meeting 5:00pm CEA Office

10/19-21/18 NEA-Alaska Fall Event (Anchorage)

11/01/18 - PD for classified

CONNECTING WITH MEMBERS

PROFESSIONAL DEVELOPMENT

SURVEY SAYS.... Over 200 ESP's completed the survey gathering input on what training would help you be more effective in your position. From clerical to paraprofessionals to facilities staff, the results are clear. The demands of our jobs are increasing every year and we strive to develop the knowledge and skills needed to be effective and proficient. When support staff are vested in quality, relevant training our schools and student's reap the benefits.

Professional Development is a worth-while investment.

A full day of workshops will be offered on **NOVEMBER 1ST**. Look for the schedule and how to sign up through my learning plan. CEA will be offering additional PD this year so shoot me an email or give me a call if you have an idea for YOUR Professional Development.

CONTRACT CORNER

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You will see the following benefits detailed in our negotiated agreement and reflected on upcoming paychecks.

- 1st paycheck for FY19: leave forward posted (was it was calculated correctly?)
- Sept. 15-May 30: Union Dues deducted based on FTE (full time equivalence)
- Sept. 15-May 30: Health Insurance premium deducted based on FTE & plan
- Oct. 31: 1/2 day leave deducted for participants in CEA sick leave bank
- Oct. 31: Longevity bonus for eligible employees

A shout out to our bargaining team who is committed to having a collective voice for each and every CEA member!

OPPORTUNITY KNOCKS

CEA Executive Board Seats Open

Two Seats currently vacant on CEA E-Board:

- *Secretary (term ends 6/30/19)
- *Member at Large (term ends 6/30/20)

According to our Bylaws Article IV, when vacated during a term, our Executive Board will appoint a member(s) to serve the remaining term of office. See description of duties @ www.matsucea.org/resources

ARE YOU:

- *Interested in becoming more active and engaged with your union?
- *Able to commit to a couple meetings/month?
- *Willing to listen to members & be their voice?

IF THIS IS YOU ...
Submit your biography
by 5:00 PM, Sept 24th for
consideration:
matsucea@gmail.com

Can YOU be a

Building Representative?

It's easier than you might think!

No experience needed!

We are planning a training in Oct., so if you are at all interested, let me know ASAP. Co-reps are recommended (two people at a worksite who can share the responsibilities of distributing communication and helping your co-workers navigate their member rights and benefits) Call or email me TODAY to find out if this is a good way for **YOU** to engage in your union! **We still need help at these worksites:** Cottonwood Creek, Fronteras Charter, Knik; Mchetanz; Mat-Su Day School; Palmer High; Swanson; Talkeetna; Teeland, Trapper Creek; and Warehouse/Purchasing.

Contact your CEA office today!



Looking for members who are interested in attending Fall Event! I hear members talk about why we send people to these events. Now is your chance to find out why engaging in state-wide training with other support professionals is important & useful!! **NEVER ATTENDED A NEA EVENT?**

PERFECT!! We are looking for you!! **Email me if you are interested!**