HAYWARD EDUCATION ASSOCIATION

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February 25, 2019 – "Monday Mop-Up"

Sunshining

Mark your Calendars: HEA will begin sunshining (introducing our bargaining platform) at the March 13th and 27th Hayward Board of Education meetings. *Please plan to attend those meetings to show support and help represent the strength that HEA will have at the bargaining table.*

Election News

The 2019 State Delegate Election for the NEA Representative Assembly is happening between February 25th and March 12th. AlCosta conducts electronic elections, so please check your E-mail for ballots during this time. If you wish to vote on paper please come to the HEA office at 93 Jackson Street in Hayward on March 12th between 3:30 and 6:30pm to cast a ballot.

OEA's Strike-2nd Day-WE STAND WITH OAKLAND TEACHERS!

Thank you to all members and sites who participated in the Day of Action last Friday. Your involvement is important and does not go unnoticed. We continue to support OEA's fight for the students, schools, and teachers. We can contribute to their efforts by:
1) Sharing information with colleagues;
2) Contacting friends who work in OEA to give moral support;
3) Changing Social Media to show your support for OEA and #REDFORED;
4) Donating to the Strike Fund or Bread for Ed fund.
Let's help OEA win. Their negotiation outcomes will affect all local negotiations. Any contribution helps their strike. See the following links for more information regarding the strike and how to contribute:
https://californiaeducator.org/redforedoakland/
https://oaklandea.org/updates/support-oakland-teachers-and-students-gofundme-bread-for-ed-and-t-shirts/

Member Benefits

CLICK HERE for more information about The Standard team visiting two local conferences as well as California Casualty's funds for California school music and art programs. Educators can apply for a $250 grant for a music, art, or performance project.

Adopt a Striking School

Want to do more to support OEA educators in their current strike? Adopt a school! A simple way to provide immense social, emotional, and community support for Oakland Teachers. As Oakland Educators gear up for a strike, you and/or your school site can "Adopt a Striking School" to offer support. This is an effort to support striking members and build connections between different locals. Build solidarity through moral and material support to striking members. This can range from sending solidarity group pictures, emails, fundraising for strike materials, coffee, food, cough drops or anything that may be needed by the striking school. For more information and ideas on how to help, CLICK HERE. Sign-up through California Educators Rising HERE.

2018-2019 Grievances

Grievance	Violation	Details	Status
Grievance #1 Level III K-1 Combos	Hours	The District violated rights to staggered reading and kindergarten prep time when creating a K-1 combo	Working on clarification of hours required
Grievance #4 Level II Treeview	Hours	The District failed to provide preps and make-up preps when preps were missed	Sustained
Grievance #5 Level II	Association Rights	The District incorrectly invoiced HEA release time by including benefits costs	Grievance filed. Reviewing HUSD response
Grievance #6 Level II	Comp & Hours	The District violated the contract when asking members to accept students in their rooms when there was a sub shortage at the site	No Level 2 response. Escalating to Level 3
Grievance #7 Level II Park	Safety	The District violated the contract when failing to provide working water fountains	Grievance filed. Waiting for response

COMING UP…

- Next **FRA** Meeting: Monday, Feb. 25th Tennyson High, F-Wing, 4:15pm
- Next **School Board** Meeting: Wednesday, Feb. 27th City Hall, 6:30 pm
- Next HEA **BOD** Meeting: Monday, Mar. 4th HEA Office, 4:00pm
- Next **Central SBDM** Meeting: Tuesday, Mar. 5th HEA Office, 9:00am

Stand Up! – Stand Strong! – Stand Together!