



# Classified... the *other* school employee

## SCHEDULE

**October 13-15, 2017**  
**Hilton Anaheim - Anaheim, CA**  
**A union-sponsored conference for CFT**  
**Classified Employees and Paraprofessionals**

### Friday, October 13

2:00 p.m. – 4:00 p.m. **Local Presidents' Collaboration**

**Huntington ABC**

If you are a seasoned president or a brand new president, this is going to be an opportunity you won't want to miss. We will share and learn from each others successes and challenges. We will discuss how we can move forward together to make our council stronger. We want Classified to be more than "The *other* school employee."

4:30 p.m. – 6:00 p.m. **New Attendee Welcome**

**Huntington ABC**

For first time attendees, this orientation will help you become acclimated to our CCE Conference. It will also give you the opportunity to learn from and network with returning participants. This is a great way to jump start your first time experience. It's a social and informative opportunity you won't want to miss! JOIN US!!!

7:00 p.m. – 10:00 p.m. **Dinner: General Session I**

**Laguna AB**

Join us for dinner at the opening session of the conference

#### **Union Welcome**

*Connie Marten, President, Coast Federation of Classified Employees*

#### **Jeff Freitas, Secretary Treasurer, California Federation of Teachers**

Hear from the state union's chief financial officer

#### **Conference Kick-off**

*Rico Tamayo, President, Early Childhood/TK-12 Council*

**Registration &  
CCE Store**

11:00 a.m. – 7:00 p.m.

**Registration Desk**

## Saturday, October 14

8:00 a.m. – 10:00 a.m. **Breakfast: General Session II**

**Laguna AB**

Join us for breakfast at the morning session of the conference

### Registration

7:00 a.m. – 12:30 p.m.

### CCE Store

7:00 a.m.–12:30 p.m.

2:00 p.m. - 6:00 p.m.

### Registration Desk

**Luukia A. Smith, President, Council of Classified Employees**

Welcome and State of the Union

**Joshua Pechthalt, President, California Federation of Teachers**

Learn about CFT priorities and the top issues facing our union statewide

**Tristan Brown, Legislative Representative, California Federation of Teachers**

Legislative Update on Classified issues

10:30 a.m.–12:00 p.m. **WORKSHOPS**

### **History in the Labor**

*Dr. Jim Miller, AFT Guild Political Action*

**Capistrano AB**

This talk is an introduction to American labor history and a discussion on the significance of unions in American society past and present.

### **Gripes vs. Grievances**

*Carolyn Richie, Field Representative, California Federation of Teachers*

**Huntington ABC**

How many times has a member come to you with an issue and you struggled with how to address it, or you yourself went to the union for help and there seemed to be no satisfactory solution offered. The demand was to file a grievance, but you couldn't find a contract violation. How do you proceed from here, and what are the legal obligations? In this workshop you will learn how to decipher a complaint from a grievance.

### **Speaking with Confidence**

*Jessica Sims, Senior Associate, American Federation of Teachers*

**Palos Verde AB**

This session focuses on techniques that will help you become a confident and effective communicator. The skills and strategies learned in this workshop will illustrate why you must be believed to be heard. You'll leave this interactive session with the ability to create stronger relationships with union and community members, thus becoming better leaders and advocates.

## Saturday, October 14

12:30 p.m.–2:00 p.m. **Lunch: General Session III**

**Laguna AB**

**Special Guest: Senator Josh Newman**

*Representing Senate District 29*

**Panel Discussion: Organizing, Reaching Out, and Building Relationships**

*Albert Lopez, President, Menifee Council of Classified Employees*

*Anabel Ibanez, Political Director United Educators of San Francisco*

*Thomas Hamilton, President, Long Beach Council of Classified Employees*

Panelists share how they are building membership in their local unions, reaching out to and joining with community allies, and establishing positive relationships with their elected governing boards. The panelists hail from schools and community colleges, and will leave you with ideas that you can take back to your local.

2:15 p.m. – 3:45 p.m. **WORKSHOPS**

**Workers Compensation**

*Scott T. Ford, Esq., Ford and Wallach*

**Capistrano AB**

Workplace injuries are real. This workshop will give you the historical background to workers' compensation and what constitutes an industrial injury. We will also discuss various claims processes, penalties, and sanctions.

**Classified Legal Update**

*Hope J. Singer, Bush Gottlieb, a Law Corporation*

*Lisa C. Demidovich, Bush Gottlieb, a Law Corporation*

**Huntington ABC**

In this session we will begin with a discussion of Classified Employee legal rights and the various paths to protecting those rights, including arbitration, PERB and state courts. We will then discuss recent legal developments in California that could affect Classified Employees. The presentation will include recently passed laws, proposed legislation pending in the state legislature, court cases and PERB cases, including a new law that grants Unions access to new employee orientation, a proposed law that would grant attorneys' fees to a prevailing Union in some circumstances and a court ruling that makes personal electronic communications subject to the California Public Records Act.

**Know Your Rights: Family and Medical Leave**

*Ricardo Ochoa, Attorney, Ochoa Law*

**Palos Verde AB**

What kinds of leaves can classified employees take under the law due to medical needs or family responsibilities? How much leave is available for these purposes? What kinds of improvements could CCE/CFT locals negotiate into their CBAs? We will discuss not only the basic state and federal laws in this area, but also recent legislative developments and contract victories.

4:00 p.m. – 5:30 p.m. **WORKSHOPS**

**Member Outreach and Mobilization at the Worksite**

**Capistrano AB**

*Jessica Ulstad, Political Field Director, California Federation of Teachers*

In this workshop, participants will learn about the issues and challenges facing unions in the current political climate. We will discuss strategies for building power for our members at the worksite and for planning member outreach efforts, so that members are informed about and involved in union activities. We hope that participants will leave this session ready to inspire and motivate their colleagues to get involved in the union.

**Grievance 101**

**Huntington ABC**

*Carolyn Richie, Field Representative, California Federation of Teachers*

After attending the Grips vs. Grievances workshop, you now have the tools to identify a contract violation opposed to a member complaint. Here you will learn your legal obligations as officers and grievance officers/stewards. Also, how to further investigate, process and track grievances at the local level. This workshop is geared not only for officers/stewards, but is also a good learning opportunity for members to understand the process and their rights.

**Workplace Wellness: Helping Your Stress In and Out of School**

**Palos Verde AB**

*Alicia Loncar, Labor Liaison, Kaiser Permanente*

In this interactive and engaging workshop, participants will identify ways in which laughter can help reduce stress and increase health. We will discuss the stress encountered at work and at home. Together we will play games, laugh and learn more about the latest science of stress and learn easy-to-use techniques to create more mental, emotional and physical ease in your life.

8:00 p.m. – Midnight **Pajama Jam**

**Avalon**

Join your CCE Colleagues for some fun and dancing in your best Pajamas!! Your Pajamas can be as fun or funky as you want them to be. We will have a DJ, Hors d'oeuvres and signature drinks at a no host bar.

## Sunday, October 15

8:00 a.m.–12:00 p.m. **Breakfast: General Session IV**

**Laguna AB**

Join us for breakfast and another amazing presentation at our final general session.

### **Special Presentation: How we won against “Right-to-Work” in 1958**

*Fred Glass, Communication Director, California Federation of Teachers*

### **Group Activity**

*Janet Eberhardt, Council of Classified of Employees Northern Vice President*

*Desiree Groves, Secretary, Lawndale Federation of Classified Employees*

### **Drawings**

*Tina Solórzano Fletcher, Council of Classified of Employees Secretary*

### **Raffles, and Live Auction**

*Carl Williams, Council of Classified Employees Southern Vice President*

*Thomas Hamilton, President, Long Beach Council of Classified Employees*

### **Closing Remarks**

*Tina Solórzano Fletcher, Council of Classified of Employees Secretary*

# CCE CONFERENCE PLANNING COMMITTEE 2017

## OFFICERS

President	Luukia A. Smith, El Camino Classified Employees
Vice President, Northern CA	Janet Eberhardt, United Educators of San Francisco
Vice President, Southern CA	Carl Williams, Lawndale Federation of Classified Employees
Secretary	Tina Solórzano-Fletcher, AFT Guild, San Diego Community College District

## COMMITTEE MEMBERS

Joyce Allen, Senior Secretary, AFT Guild, San Diego Community College District  
Robert Chacanaca, President, Santa Cruz Council of Classified Employees  
Gloria Garcia, President, Early Childhood Federation of Teachers  
Desiree Groves, Secretary, Lawndale Federation of Classified Employees  
Thomas Hamilton, President, Long Beach Council of Classified Employees  
Rebecca Perez, Administrative Staff, CFT Administrative Office, Burbank  
Carolyn Richie, CFT Field Representative, CCE Staff Liaison

## NOTES:

