CSEA CHAPTER 620
AFL-CIO
Region: 59
Area: I
WE ARE ESSENTIAL

Conejo Valley Chapter Voice

Mid-September 2026

CSEA MEMBER CAREER GRANTS

CSEA can help offset the cost of furthering your education with the CSEA Member Career Grant! Applications are open now and will close October 31.

Daniel Gonsalez, a paraprofessional and member of Monterey COE Chapter 35, has been offered a member career grant as he pursues a degree in Psychology.

His goal is to "make a difference in the lives of students with special needs by helping them reach their goals, both in school and in life."

The member career grant will help Gonsalez and many other members achieve their educational dreams.

The grants are awarded to members going to school part- or full-time and are enrolled either at the time of the application or are planning to enroll in the term immediately following the grant award.

$1,000 grants are awarded based on a combination of criteria, which includes financial need, career goals, community service, and participation in CSEA activities.

Applications are due October 31 for the Member Career Grant.

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LABOR DAY OVERVIEW FROM CSEA

Labor Day celebrates YOU: the hardworking members who keep our schools running and our students thriving!

Labor Day is the only national holiday that officially recognizes the contributions of American workers. The first Labor Day was a parade in New York held over 140 years ago. Parades have historically been synonymous with Labor Day because they showcase the strength, spirit, and solidarity of the labor community.

While there is still work to protect and expand workers' rights in America, CSEA and its partners in the labor movement are proud of the numerous strides we have made for our rights and workplace safety. You can thank unions for the eight-hour workday, weekends, the end of child labor, and paid holidays such as Labor Day.

Some employees take it for granted that their job and the benefits they receive are secure and permanent, but that is not the case. Every year, the basic cost of living rises and pensions come under attack.

Your membership and participation in CSEA help us protect what we have earned and fight for better pay, pension security, health insurance, sick leave, and the other important benefits you and your family rely on.

CSEA continues to fight for our rights with strength and spirit! On Labor Day, we celebrate our community and our commitment to the fight for equity and classified employee rights.

Coming Soon: CSEA Chapter 620 Elections for President, 2nd Vice President, and Treasurer

Per subsection (a) of section 4 of article IV of our chapter constitution, "Nominations to fill the elective offices of President, 2nd Vice President, and Treasurer shall be shall be accepted in even-numbered years." Well, 2026 is an even year, so the chapter will discuss them at the September chapter meeting and the e-board will accept nominations for them at the October and November chapter meetings. Any needed elections will happen at the December chapter meeting, or by an e-vote conducted around that time. The relevant portions of the chapter constitution are attached as the last three pages of this newsletter. The entire constitution can be found at https://www.conejousd.org/fs/resource-manager/view/d605811d-af22-4da0-8b52-e5968e0fc037 or by clicking the link on our district's CSEA page at https://www.conejousd.org/departments-services/human-resources/csea.

IMPORTANT DATES

CSEA 620 CHAPTER MEETING
3rd Thursday of the Month
5:15 pm - 6:15 pm
TOHS Cafeteria/MPR
Upcoming Meetings:
September 17, 2026
October 15, 2026
November 19, 2026

PARA COMMITTEE MEETING
2nd Thursday of the Month
6:00 pm - 7:30 pm
TOHS Staff Cafeteria
Upcoming Meetings:
September 10, 2026
October 8, 2026
November 12, 2026

BOARD OF EDUCATION MEETING
1st & 3rd Wednesdays of the Month
6:00 pm
CVHS Board Room - Near the DEC
Upcoming Meetings:
September 16, 2026
October 7, 2026
October 21, 2026
November 4, 2026
November 18, 2026

PERSONNEL COMMISSION
4th Wednesday of the Month
4:30 pm
HR Board Room - DOC
Upcoming Meetings:
September 23, 2026
October 28, 2026



The Question I Hear Every Election Season

Adam Weinberger | Association President

CSEA siblings,

"Why does my union get involved in politics?"

I hear some version of that question every election season, and I want to give you an honest answer, not a talking point, because you deserve that from me. Some of you are tired. Some of you are worried. I want you to know I feel that too, more often than people probably expect from someone in this role.

Here is the truth: I am a classified employee, same as you. I have felt the same tight month, the same tired body at the end of a shift, the same worry about whether there will be enough left over for what our families need. So, when I tell you funding for public education is unstable, unions are under attack, and the protections we spent a century building are being tested, I am not describing something happening to someone else. I am describing something happening to us.

None of that stays confined to a headline. It turns into higher rent, a tighter grocery budget, a health plan that costs more and covers less, and schools where the people who are critical to helping our students learn are stretched too thin. I know how exhausting it is to keep showing up for a job that does not always show up for you. If you are carrying that weight right now, I see you, and I feel you.

That is why we cannot separate defending classified employees from defending public education, or separate defending public education from defending democracy itself. They rise and fall together. Protecting one without the others is not really protecting anything at all, and that conviction is why defending democracy is one of CSEA's five Strategic Priorities.

I know politics makes some of us uneasy, maybe even you, and I understand that. But hear this clearly: CSEA is a big tent, and it always will be. We are Democrats, Republicans, independents, and people who want nothing to do with any of it, and I love this union precisely because of that. When you need help at the bargaining table or at a disciplinary hearing, our union doesn't ask who you voted for. We show up and defend your job and your rights. Period.

CSEA does not endorse a party, and we do not care about the letter next to a candidate's name. We simply ask one question of them: will you protect public schools and the classified employees who keep them running? And if someone in power is working to cut our funding, hand our jobs to contractors, or take away rights we fought a century to win, I owe you the truth about that, plainly.

This is bigger than CSEA. When any union loses its right to organize and bargain, in the public sector or the private sector, every workplace gets a little less safe for the rest of us. That is not partisanship. That is workers protecting each other.

We have carried each other for a hundred years. I am asking you to help me carry this one home so we survive to see another hundred years.

Your Article Could Be Here

CSEA 620 releases this newsletter five times a year in mid-September, mid-November, mid-February, mid-April, and early June. You can submit topics, or preferably articles, to communications.csea620@protonmail.com.



New Paystub Format

Annsley Rubino

I spoke with Ricardo about the new paystub format and here is a summary of what he has told me:

If an employee received two paystubs, that is a System error. Basically, positional pay and longevity pay were tagged differently, therefore generating two paystubs. This did not affect all employees, so that's why only some people are reporting this error. Based on how I understand payroll processes: this should not happen again (they know what caused the error and will fix it) and any pay errors this caused should be fixed on the Prior month or Supplemental payroll cycle. Ricardo would have more information, and the sooner employees report any errors, the sooner the errors can be corrected.

Ricardo will be responding to each and every email/phone call (of which there are many). You can ask to see him in person if you have further questions.

No memo was sent out because Ricardo was concerned that it would generate alarm and confusion. No one's pay is truly being changed as the separation is pretty much just a visual change.

Based on the phone calls and emails payroll is receiving: maybe not preempting the change with a memo was a bad call.

He is considering sending a memo, now. Answering emails takes priority.

For now: please compare notes with fellow employees. Your positional pay "dly/hrly" should match your Salary Schedule. Longevity "earnings" should be a compounding 2.5% (based on years of service) of positional pay "earnings". Compare your pay stub to June (last regular hours) and the paystubs should have the same total.

If you still have questions, please continue to bombard Ricardo.

ARTICLE IV
OFFICERS & EXECUTIVE BOARD/ELECTION PROCEDURES

Section 1. Officers: The following officers shall be elected by and from among the total Active membership of the Chapter, regardless of the location of their employment: President, 1st Vice President, 2nd Vice President, Secretary, Treasurer, Communications Officer.

Section 2. Executive Board: The elected officers designated in Section 1 shall constitute the Executive Board of this Chapter.

Section 3. Eligibility to Hold Office: Officers shall be elected from among the Active members in good standing of the Chapter who have maintained such membership continuously for a period of ten (10) consecutive calendar months and have attended at least four (4) chapter meetings during the current calendar year immediately preceding the month in which they are nominated.

(a) Nominees for elected office shall be Active members of the Chapter in good standing at the time of nomination and can only accept nomination for one (1) Executive Board office.

Section 4. Nominating and Election Procedures:

(a) Nominations to fill the elective offices of President, 2nd Vice President, and Treasurer shall be shall be accepted in even-numbered years. Nominations to fill the elective offices of 1st Vice President, Secretary, and Communications Officer shall be accepted in the odd-numbered years.

(b) Nominations for these offices shall be accepted from the floor at the October and November Chapter meetings.

(c) If, after nominations are closed at the November Chapter meeting there is only one (1) nomination for an office, the single nominee shall be declared elected to the office, and no balloting or other action shall be required. The Chapter President shall so notify the membership in writing as soon thereafter as possible.

(d) When there is more than one (1) nominee for an office, an election shall be conducted at the December Chapter meeting by secret ballot vote of Active members in good standing who have not withdrawn their membership within the preceding ten (10) months of which dues are taken, and are present at said meeting. It shall require a plurality vote to elect any officer. Write-in votes shall not be accepted. If a tie exists, the election shall be determined by lot (draw) between the tied candidates.

Section 5. Terms of Office: Elected officers shall take office and assume their duties on the January 1 following their election and shall continue to serve for two (2) years, provided that any officer shall automatically forfeit such office if they cease to be an Active member in good standing.

ARTICLE V
AUTHORITY OF EXECUTIVE BOARD/DUTIES OF OFFICERS

Section 1. Executive Board: The Executive Board shall have general supervision of the affairs of the Chapter between the general membership meetings. It shall transact the routine business of the Chapter as authorized and required herein, prioritize and determine recommendations on matters requiring discussion and action by the general membership, and perform such other duties as are specified in this constitution. The Board shall be subject to the orders of the Chapter membership, and none of its actions shall conflict with actions taken by the Chapter membership.

A report on all actions taken by the Executive Board shall be made to the membership at the next regular or special Chapter meeting, with such actions subject to membership ratification if appropriate.

Minutes of Chapter and Executive Board meetings shall be kept on file for at least five (5) years. Chapter financial records shall be kept on file for at least five (5) years.

The Executive Board shall meet at the call of the President or at such times and places designated by it; the President shall call a special meeting upon the written request of a majority of the Board.

A majority of the members of the Executive Board shall constitute a quorum.

Section 2. Duties of Officers, General: Upon separation from office, an officer shall immediately turn over to the successor or other properly designated CSEA official all books, records, money and other effects of the Chapter in the possession of the separating officer.

Section 3. President: The President shall:

(a) Be chairperson of the Executive Board, call and preside over all meetings of the Chapter and Executive Board at which the President is in attendance.

(b) Fix the time and place of meetings except as otherwise directed by the membership.

(c) Set the agenda for Chapter meetings, as noted in Article VI.

(d) Appoint and direct the activities of the various committees, standing or special, required by this constitution or established by the Executive Board, or as may be ordered by vote of the membership, except as otherwise provided herein.

(e) Attend all regional presidents' meetings (RPMs) and such other meetings as required by the Association or direction of the Chapter, and report back to the Executive Board and Chapter membership at the next Chapter meeting, with recommendations for Chapter action or as otherwise required.

Section 4. 1st Vice President: The 1st Vice President shall:

(a) In the absence or disability of the President, possess all of the powers and perform all of the duties of the President.

(b) At all times assist the President in the performance of their duties.

(c) Assume the office of President if a vacancy occurs.

(d) Coordinate and direct the activities of the Site Representatives.

(e) In coordination with the Chief Union Steward, call and conduct periodic meetings between the Site Representatives and Union Stewards to ensure an appropriate level of communication and coordination between these programs.

(f) Coordinate the activities of the standing committees.

(g) Serve as a member of the Membership Committee, and promote and participate in membership recruitment activity to build the union.

(h) Perform such other duties as may be assigned by the President/Executive Board or ordered by this constitution.

Section 5. 2nd Vice President: The 2nd Vice President shall:

(a) In the absence or disability of the President and 1st Vice President, possess all of the powers and perform all of the duties in their stead.

(b) At all times assist the President and 1st Vice President in the performance of their duties.

(c) Serve as Chairperson of the Membership Committee, and promote and participate in membership recruitment activity to build the union.

(d) Perform such other duties as may be assigned by the President/Executive Board or ordered by this constitution.

Section 7. Treasurer: The Treasurer shall:

(a) Receive all funds of the Chapter and keep and disburse same under the direction of the President and as required by the Constitution & Bylaws of the Association and this Chapter.

(b) Keep or cause to be kept regular books and full accounts which shall be open at all times to inspection of the President or the agent and the Auditing Committee.

(c) Provide access to all records, vouchers and statements to the Auditing Committee for annual inspection at the close of each fiscal year.

(d) Report at each meeting of the Executive Board and Chapter as to the financial condition of the treasury with a detailed statement of receipts and expenditures and accounts payable, to include per capita dues/fees paid and owed to the Association if any. The report to the Executive Board should also include copies of the bank statement(s)/ reconciliation(s).

(e) Prepare the annual financial report to include the last day of the fiscal year, and immediately submit same to the President for review and forwarding to the Association, and the membership.

(f) Promptly forward membership applications and dues payments to the Association. The Association shall send payroll deduction authorizations to the appropriate district office for processing.