

# CSO officers lead the way

## Get to know the four executives at the helm of our union

### Nicole Love, President

Nicole Love was just elected a second two-year term as CSO president. She was a Budget Analyst for a Bay Area school district and in leadership for 16 years. She started working for CTA as field staff in 2005.

As CTA staff, Nicole serves two large Bay Area locals and is the statewide consultant to CTA's Ethnic Minority Early Identification & Development program.

"As CSO president I will continue to advocate for the needs of CSO, especially as we go into our next bargain with CTA management," she said. "I will continue to work to improve better communications within CSO. I will continue to strengthen and support CSO committees and improve CSO member engagement, as well as work in collaboration with management for CSO needs."



### Bruce Saathoff, Vice-President

Bruce Saathoff has been a CTA staff person since March of 2005. All of that time has been spent in the Bakersfield Regional Resource Center. He represents 26 chapters ranging in size from 2 members to over 1900 members. He is also the staff consultant to the Sierra Service Center Council and as a staff consultant to the Curriculum and Instruction Committee of State Council, focusing primarily on legislation. He came to staff work after serving as local president and other leadership positions.



Prior to being elected at vice president of CSO, Bruce served on the representative council and was a member of the grievance committee. "Getting involved with CSO was a no brainer for me. It was a natural extension of my commitment to unionism and public education. I enjoy working with leadership as an advocate and holding management accountable for their behavior and actions."

In his spare time, Bruce is the artistic director for the Bakersfield Music Theatre - a non-profit local community theatre. Bruce serves as the artistic director and can be found directing productions or performing in them. He finds theatre a great release from the rigor of his "day job".

### Teresa Horton, Secretary

Teresa Horton came to CTA via leadership. After 13 years in Santa Ana Educators she entered the CTA intern program. In 2004, she was hired in Bakersfield at the RRC and represented 20 chapters. "I was there for seven years and learned a lot from the veterans that came before me—not to mention some pretty terrible managers!" she said. "A good one here and there, but mostly not."



"I returned to my old stomping grounds in San Diego in 2011 to 12 chapters at the San Diego RRC," she said. "I love the team approach to Union work, and the RRCs lend themselves to that philosophy."

In my free time I like spending time at the beach or hanging out with my little dog. I'm always up for a great burger or a Manhattan with two cherries.

### Brian Breslin, Treasurer

Brian Breslin began CTA Staff work in September 2013 in the Lancaster RRC. After three years in Lancaster, he has spent the past three years in the Region 3 office in Santa Fe Springs where he worked with local chapters in Whittier and supported the Southeastern Service Center. For the past year, Brian has been working in CTA's Center for Organizing and Bargaining (C4OB) supporting CTA staff in the southern portion of Los Angeles county and county office chapters. Brian is also a staff consultant to the Negotiations Committee at State Council.



Prior to be elected CSO Treasurer, Brian spent four years on rep council, chaired the Technology committee, and served on the training and budget committees. "I have always valued my union membership and have felt that getting involved is the best avenue to be an effective unionist. I enjoy advocating for my colleagues and our profession, just as I did as a CTA member."

When he is not working his "day job", Brian enjoys spectator sports (especially Yankees baseball), working financial planning, and traveling domestically and abroad.

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# Advocacy Appeal

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## INSIDE

Our own struggle for respect from CTA management



A CSO publication

# CSO: A union that supports your union

Being a member of CTA is a mark of distinction. Being an active member or a leader even more so. It shows a passion for the profession, an understanding of the value of a strong union and what it takes to keep it thriving.

More than money or slogans or mission statements, it takes people—like you. Did you know there is a union within your union? One comprised of people just as dedicated and hardworking as you who heard the call, and made it a profession?

For certain you know us...we work behind the scenes, beside the leaders, building and advancing the cause of public education. We are at your bargaining tables and training your members at every conference.

We are in the state capitol. On every State Council committee. At every Service Center and Regional Resource Center. When your members run afoul, we are there. You see us getting after it at every NEA RA. We are the 275-strong California Staff Organization.

Our union is much like your local chapter. We have a governing structure, rep council, bargaining team, committees, and a contract with CTA that we negotiate with management just like you do with your districts.

There are a few differences between our union and yours: While CTA chapters are recognized under



CSO members walk the picket line with CTA members at the recent New Haven TA strike.



the state Educational Employment Relations Act, CSO is recognized under the federal National Labor Relations Act. While most California educational employers have separate unions for certificated and classified employees, we have a sister union called the California Associate Staff.

Your local Primary Contact Staff person who is always just a call or text away, the C4OB staff who prep

you for bargaining, the regional organizers who swoop in for a crisis, the political organizers who help you flip your school boards when they do you wrong, the Human Rights, Governmental Relations, Legal,

Communications, Member Benefits, ISSD, TID, Instruction and Professional Development staff who work tirelessly to bring value to membership...we are CSO. Even some of your associate staff in your local office are CSO members!

We are proud of the work we do on behalf of our members, leaders, and the students of this state. Say "hi" to one of us and ask us about our union!

**CSO Members +  
CTA Members =  
A Better Future for  
Our Students**





# CSO has been forced to ask CTA Management: Respect Our Contract! Honor Our Agreements!

CTA Management entered into a 3-year agreement with CSO in August 2017 that included an Attrition MOU. This MOU spells out the process for posting and filling vacancies as well as the number of CSO positions CTA can capture each year of the 3-year contract.

CTA Management has chosen to act in bad faith **by refusing to** honor this agreement which has resulted in grievance violations.

CTA Management chose to act in bad faith when they hired external applicants over internal applicants for 3 positions, even though the MOU clearly states that the position must go to the internal applicant.

CTA Management chose to act in bad faith when they recently filled a CSO position with an external applicant without first posting the vacancy and interviewing anyone for the position! The MOU clearly states that vacancies must be posted for and filled by internal applicants only!

CTA Management chose to act in bad faith when they circumvented the contract and Attrition MOU by attempting to cut back door deals for assigning charter organizing work.

CTA Management chose to act in bad faith when they notified CSO leadership that they plan to accumulate, year-to-year, the potential positions identified in the MOU, even though that isn't what the MOU allows. The MOU clearly states the number of CSO positions that can be captured each year of the 3-year agreement. It is not cumulative!!

**As CSO members we are very disheartened with the fact that our employer (CTA) is pulling the same kind of underhanded, unprofessional behavior that we see truly bad districts pull with their employees.**

**CTA Management is behaving like a RAT! Respect Our Contract!**

# Scabby the Rat and Sabo-Tabby have long, rich history in the labor struggle



**Scabby the Rat** is known worldwide as a labor icon, a symbol representing the unfair and unsafe practices of employers and union busters. Scabby, an inflatable rat balloon ranging in size from 6-20 feet, is the brainchild of two union organizers from the International Union of Bricklayers and Allied Craftworkers.

Scabby first took to the picket lines in Illinois in 1990. Since that time, Scabby has appeared at strikes and protests from coast to coast. You may have recently seen Scabby on the line with teachers in Oakland or recall a yellow version of Scabby from the historic Chicago teachers strike of 2012.

When Scabby appears on a picket line, at an informational leafleting, or at a rally, you can be sure labor unrest exists between the workers and management. Scabby sends an unmistakable message that the union is ready to fight the boss for better working conditions.

The courts recently ruled that the use of Scabby is protected free speech.

Employers must learn that if they don't want negative attention from

Scabby, they must respect workers and honor their contracts! Rest assured - when bad management and union busting tactics infest worksites, Scabby the Rat will appear!

The labor mascot representing employees engaged in the struggle for workplace dignity is **Sabo-Tabby**, or Sabotage. Sabo-Tabby was originally a mascot of the International Workers of the World (IWW), most likely the creation of Ralph Chaplin, author of Solidarity Forever. Sabo-Tabby is a symbol for direct action at the point of production - a work slowdown or strike. Often seen on union buttons, flyers, and posters, Sabo-Tabby's message is an injury to one is an injury to all. Over the years, bosses and their politicians have portrayed Sabo-Tabby as too radical, but today's workers of the world, whether baristas, bricklayers, or CSO, know Sabo-Tabby's message of solidarity is the only way to rid the workplace of Scabby infestations!

