



A CSO PUBLICATION

CSO ORGANIZER

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THIS ISSUE

Our own struggle for respect from CTA management

**CSO
MEMBERS
+
CTA
MEMBERS
=
A BETTER
FUTURE FOR
OUR
STUDENTS**

CSO: FIGHTING CTA MANAGEMENT'S "CULTURE OF TAKEBACKS!"

CSO will always stand up for CTA members!

Where is CTA management standing when they're requested to stand up for all CTA members too? They're hidden behind closed doors, continuing to plan their secretive "Culture of Take Backs".

Take backs hurt our CTA members. That's why CSO members state-wide are standing up for all CTA members and fighting to stop the dreaded CTA management's "Culture of Take Backs". We all know you can't argue against take backs at our CTA local chapter bargaining tables and then go behind closed doors and plan take backs against one's own employees. These anti-employee shenanigans harm our CTA members and harm our education profession.

Instead, your professional staff are inviting CTA rank and file members to join us as WE CONTINUE OUR TRADITION OF STANDING UP FOR ALL CTA MEMBERS. How do we do that?

First, CSO members work tirelessly to continue to build even more powerful local chapters.

Second, CSO members fight to ensure that CTA management invests in its employees because that's the best investment in CTA members.

Third, CSO members are locked arm-in-arm to resist the CTA management "Culture of Take Backs". That misguided culture is dangerous and harmful to CTA members.

When school district management discovers that CTA management promotes take backs against their own employees, local school district employers will have full permission to do the same to our CTA members. That's unacceptable!

CTA MANAGEMENT ATTACKS OUR COLLECTIVE BARGAINING AGREEMENT

(The article below was prepared before the appointment of Joe Boyd, a long-time labor supporter, as Executive Director of CTA. We are hopeful that this will lead to a change in behavior among CTA Management, yet we think it is important that CTA members know the story so far.)

When CSO and CTA members stand together, we win together. CSO members are dedicated to supporting CTA leaders, members, and chapters so they can thrive, build real union power, and achieve great life-altering improvements in their contracts and work lives. Contrary to the union values that CSO members fight to uphold alongside CTA members, CTA Management is promoting a culture of takebacks. CTA Management is harming CTA members and staff by blatantly violating our collective bargaining agreement. Why? And why aren't CTA officers demanding fair employer practices from all?

CSO would never support takebacks or contract violations in our CTA chapters, so why is CTA Management engaging in this anti-union tactic with its employees? On August 23, at the first of three (yes, THREE!) scheduled arbitrations to defend our collectively bargained agreement, CSO members traveled to Burlingame to protest CTA Management's dangerous behavior, fight management takebacks, and stand up for union values. CSO members came from all over the state to participate in this protest and action of solidarity. We marched to the CTA headquarters building from a local park, picketed, chanted, wrote messages in sidewalk chalk, and were joined by a 10-foot inflatable Scabby the Rat.

Our grievances are serious, and they demonstrate our employer's contempt for employees and their rights. Our employer is harming CTA members and staff by refusing to honor the agreements they made with CSO. Furthermore, despite CSO having filed numerous grievances that are headed to arbitration, CTA management continues to knowingly violate our agreements.

CSO will continue to fight CTA Management's culture of takebacks. This anti-working-families sentiment hurts our CTA members and the staff people who support them. We know our solidarity is more powerful than bad boss behavior. We are united in defending our collectively bargained agreement, promoting union values, and fighting for CTA members, students, and schools. When we stand together, we win together!

Will You Join Our Movement to Stand Up for All CTA Members?
#StandTogetherWinTogether



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!



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".



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.



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.