

ROLES OF CLASSIFIED SENATE & BARGAINING AGENT-CSEA

	CLASSIFIED SENATE	BARGAINING AGENT - CSEA
Membership	Automatic for all Classified Professionals.	All Classified personnel are represented in the bargaining unit.
Dues	None	Monthly dues mandatory to the State, voluntary to the local chapter.
Participation	Voluntary. Open to ALL classified professionals.	Voluntary for bargaining unit members.
Voting	All classified professionals are eligible.	Local dues paying members only.
Role	A professional organization promoting the interests of all Classified Professionals.	CSEA is the exclusive bargaining agent for the classified personnel employed by SJECCD.
Purpose		
	CLASSIFIED SENATE	BARGAINING AGENT - CSEA
	<p>The Classified Senate is organized to:</p> <ol style="list-style-type: none"> Participate in the shared governance structure of the College and District; Provide a body representing the needs, concerns, and viewpoints of Classified Professionals; Promote the recognition of Classified Professionals as a valued and integral part of the college work force; Provide the Administration and Governing Board with a means of ascertaining the decisions and suggestions of the Classified Professionals on academic and professional matters; Provide Classified Professionals with a voice and participation in the initiation, development and evaluation of College and District Board Policies and Administrative Procedures. Provide a centralized means of communication between Classified Professionals and the college and district community; Appoint Classified Professionals to serve on shared governance college and district committees or ad-hoc groups; Provide an opportunity to develop individual leadership experience among the Classified Professionals; Increase the professional standards of its members; Develop activities to increase the skills, productivity, and professionalism of Classified Professionals, excluding all areas that would require collective bargaining. 	<p>The bargaining agent negotiates and represents Classified personnel in contractual issues including but not limited to:</p> <ol style="list-style-type: none"> Wages: Salary schedule, placement, service recognition awards, professional growth awards, promotions, seniority, layoff and re-employment rights, initial Classification and reclassification; Hours: Employment work hours, including pre-retirement reductions in contract; Health and welfare benefits, including holidays and vacations; Leave: Transfer and reassignment policies, including sick leaves, maternity leaves, bereavement leaves, military leaves, industrial accident leaves, personal necessity leaves, and unpaid leaves of absence; Safety: Conditions of employment, including district-initiated disability leaves; Grievance: Represent individual Classified bargaining unit members in any/all stages of the grievance procedure and disciplinary actions. Advocate: Serve as an advocate for Classified bargaining unit members in grievance procedures. <p>Bargaining agents also promote the wellbeing and rights of classified employees by:</p> <ol style="list-style-type: none"> Participating in shared governance; Representing the needs and concerns, and viewpoints of classified personnel; Serving as a communication link between classified personnel and the district community; Appointing members to serve on governance and district/college committees specific to collective bargaining issues.
Joint Responsibilities		
	<ol style="list-style-type: none"> It is the joint responsibility of the Classified Senate and the Bargaining agent (CSEA) to ensure that the employees in the Classified service have equitable access to growth opportunities. It is the joint responsibility of the Classified Senate and the Bargaining agent (CSEA) to work cooperatively to further the perspectives and professional environment of the employees in the Classified service. It is the joint responsibility of the Classified Senate and the Bargaining agent (CSEA) to avoid the development of divisive or discordant positions and/or goals. 	