

10/21/2019

Good morning! I hope this email finds each of you rested and feeling well. There is a lot to discuss about the air quality issues due to the fire near LP, TC, and DMHS.

First, if your health was affected in any way because of the smoke and being at work, please make sure that you have contacted Risk Management (Amelia Nino, 760-848-1106) and the Company Nurse Injury Hotline at 1(877) 518-6702. In order to file an IA claim, you would either have to see the doctor the District would send you to, or if you have a Pre-Designation Form on file, you could see your own doctor. [Get the Pre-Designation Form here](#) if you need it (this form has to be on file *before* a work related injury occurs).

Secondly, if you used any of your own sick time due to smoke related illnesses, we believe you are within your rights to file a grievance to get that time back (this is if you do not plan to file it as a work injury...in the case of an approved IA, your sick day would likely be converted later on). Visit our website at www.mycvta.org for grievance forms, sample forms, and the contract. You'd file using Article 13.1, which states that you should not be required to work under conditions which could be dangerous to your health.

I'm sure you've heard by now that CVTA had been asking the District to close at least the K-12 complex shortly after the fire began, but they did not choose to do so until students and employees began to get sick and need medical attention. Their rationale for not closing down earlier is that many of our students would be home without air filtration like we have in our schools. We hear that, and we understand that is what they believed. However, making employees choose between protecting their own health or being there for the students was a position in which we do not believe they should have put any of us.

Many employees and students reported experiencing headaches, burning eyes, burning throat, burning skin, difficulty breathing, and more. It is unknown right now what toxins people have been and are still being exposed to. Hopefully we will learn more as more agencies look into the situation. For right now, we are glad that no one is being exposed because of having to go to work or attend school. This does not stop the problem for our community, however, and we need to continue working together to make sure something like this doesn't happen again.

Moving forward, we hope that emergency procedures will be reevaluated, including the resources on hand for when they are needed. We hope that air filters will be replaced at all sites. Most of all, we hope that this air quality crisis in our community will move each of us to act on behalf of our students and their families, as well as our school environments. CVTA has reached out to Congressman Raul Ruiz's office and also to Torres-Martinez Tribal Chief Thomas Tortez, and we hope to partner with them in their efforts to ensure something like this does not happen again. We will continue to monitor

and discuss the situation with the District, as well. We will notify you of any community forums around this issue.

CVTA's Human Rights Committee is always looking for more members. Not every union member wants to participate in "union" activities, but ensuring the protection of the human rights for those in the community we serve is something you may be interested in doing. Let us know if you'd like to be part of our efforts.

Here are a few other items to share with you...

PBIS Resources

Don't forget about this great website... www.PBISworld.com. You can literally search for strategies to use for particular classroom behaviors, and there are tiered intervention suggestions and data tracking forms available. Take the time to check it out...it's very helpful!

Bargaining Information

MA, SM, LP, CC, OA, and PP site visits will need to be rescheduled due to the District closures.

Please see the dates below for your bargaining site visits with bargaining team members and board members. This is another optional opportunity to share what you'd like to see bargained.

Site visits this week: VDS, and VV (see below for specifics)

Contractual Issues Happening Right Now

[Find the contract here](#). Here are the things we are working on:

- Grievances need to start at the informal level. This means that you have a conversation with your immediate supervisor, whether face to face or via email, in order to give them the opportunity to remedy the situation. It is important that you actually state, "This is my informal grievance." This will begin the timeline, and will ensure your administrator understands that there is a timeline to follow. Sample grievance forms can be found on our website at www.mycvta.org under Documents. The Uniform Complaint Form can be found there as well.
- [Williams Complaint Form](#) - This form could be an option when a grievance isn't the appropriate path to deal with a situation at your site.

Here are some important dates to keep in mind:

- **October 22nd** VDS Bargaining visit 3:20pm
- **October 22nd** - VV Bargaining visit 3:20pm
- **October 23rd** - CVTA Exec. Board meeting 4:00 @ CVTA office

- **October 29th** - Special Ed for Gen Ed Teachers PD 4:30 (only for those already registered)
- **November 6th** - CVTA Rep Council Mtg., 4:30 @ CDA Library
- **November 7th** - CVUSD School Board Mtg, 5:30 @ DO Board Room
- **November 11th** - Veteran's Day Holiday
- **November 20th** - CVTA Exec Board meeting 4:00 @ CVTA office

[Click here to find an archive of our weekly emails.](#)

Carissa Carrera
CVTA President

"You can't do it unless you organize."