



EMERGENCY SUBSTANCE

**Emergency
Edition**

**Summer
2017**

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MESSAGE FROM OUR CO-CHAIRMAN: GREG RUSSELL

STAY CONNECTED AND INFORMED AS A SUBSTITUTE TEACHER: YOUR JOB DEPENDS ON IT!



Greg Russell

Greetings Fellow Substitute Teachers. Congratulations to Francisco Martinez, the new Chairman of the Substitute Teacher Committee. He will have a very full agenda this school year.

Congratulations also to Kennon B. Raines for another successful Membership Social/Outreach. And also for achieving a settlement with UTLA on our PERB case. <https://www.perb.ca.gov/decisionbank/pdfs/2475E.pdf>

Please make an effort to see that the settlement notice is posted on every school site's bulletin board and notify

Alex Caputo-Pearl at acaputopearl@utla.net and CC me at greg.russell@netzero.net if any school fails to display it. <http://www.utla.net/resources/substitute-perb-ruling-raines-y-utla> through the end of September 2017. It would be helpful to take a picture and send it along with the date taken.

Hopefully everyone has saved UTLA's substitute web page address utla.net/subs into their web browser for access to important documents and for staying current on meeting times and locations.

Unemployment Information

When you go to www.edd.ca.gov, click on the magnifying glass icon in the top right corner and do a search for Miscellaneous MI 65. Fully understanding this webpage will greatly help you in attaining your benefits and successfully appealing if denied.

Paid Illness Hours

Finally, every school year you are entitled to 24 hours of illness pay as a part time employee. They don't have to be for an entire day, but may be used in one hour increments. They have to be used within the designated school year. They do not carry over into the next school year. In order to qualify for the hour(s), you must be refusing to work for an assignment in SmartFind or an offer of work due to your or your immediate family's health issue. You can find the Illness Form and the accompanying bulletin at utla.net/subs. They are under Important Forms: Sub Absence Form and Sub Reporting Sick-Paid Leave. You have about one month's notice in which to either fax it to (213)241-8410 or email it to Subillnessreporting@lausd.net. When you are on an assignment at a school site, please make sure that other Substitute Teachers know about these paid sick days. We need to help each other. LAUSD has created the bulletin and provided the Illness form, but they do not advertise it.

I hope to see you at our next Substitute Teacher Committee Meeting. You can find the meeting dates at utla.net/subs or in the calendar at utla.net.

In unity, Greg Russell
Substitute Teacher Committee Co-Chair

If you want monthly updates and reminders about parties, rallies, meetings, and UTLA news, we will soon have a link at utla.net/members/substitute-committee to sign up for mail chimp. Use your non-LAUSD email account. Look for this in the near future!

EMERGENCY SUBSTANCE

MEMBERSHIP: WHY JOIN THE UNION?

If you are presently not a card carrying member of UTLA (United Teachers Los Angeles) and you are reading this article, you may be wondering, “Hey, what’s the deal? Do I have to be a member? What’s in it for me?”

Let’s start with my story. I passed the CBEST and entered the Substitute Teacher rolls in in the early months of 1999. At first, I didn’t want to join UTLA (United Teachers Los Angeles), even though the Union was negotiating pay raises and the continuation of health benefits on my behalf.

Money to support UTLA’s work was still coming out of my paycheck. I was a fee-payer as opposed to being a dues-paying member. The fee-paying amount being taken out of my check was about the same as it would have been if I were a dues-paying member.

The rationale behind charging non-members a fee is simple. If you are benefiting from UTLA’s hard fought victories in their negotiations with LAUSD, it’s only fair that you help pay for the Union’s efforts on your/my behalf.

I was to learn later that negotiations between UTLA and LAUSD are part of a “legally required process.” It’s a 7 step process that in the end, if an agreement is not reached, can lead to a strike.

You may want to go on strike or you may not. The bottom line is, if you are not a member of UTLA, but simply a fee-payer, you can’t vote one way or the other. Also, UTLA will be limited in the help it can give you when you are disciplined if you aren’t a member. To be sure whether you are a fee-payer or a member, examine your last pay stub. You can tell if you are a UTLA member by looking for either “dues” or “fee.” If you get the *United Teacher* in the mail, then you are a member, unless your address is outdated. If so, correct that here: <http://www.utla.net/members/update-your-information>. You can call UTLA and ask about your membership status at (210 487-5560 or (800) 556-8852. If you would like to become a member, then visit: <http://utla.net/members/membership-application>.

Back to me. When I learned I was a fee-payer, I decided, “What the heck, I might as well join UTLA.” So I joined late in 1999. I never really got involved with the Union until about 10 years later in 2009 when I stopped getting calls to work and was in danger of not getting my 100 days and thereby losing my health benefits. I got an email from a fellow named David Lyell. He wasn’t trying to push me in any direction. He was just inviting me to Substitute Teacher Committee Meeting. His email sign-off was “In Unity, David Lyell.”

I and many other Substitute Teachers



By Hal Wolkowitz

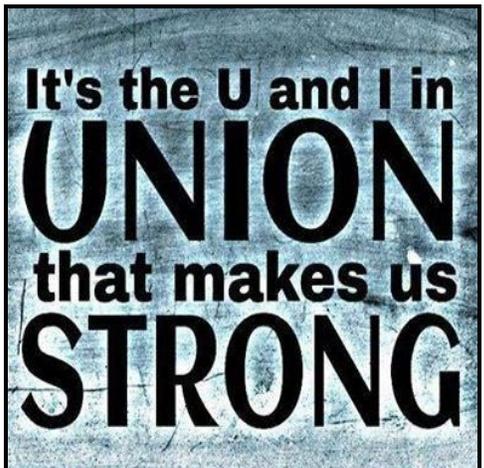
lost our health benefits that year, but the words, “In Unity” planted like seeds in my mind. I worked alongside David Lyell, Greg Russell, Linda Everhart, Audrey Linden, and many others to get back our health benefits. The year 2009 became the first and last year that I and hundreds of others failed to get our bennies.

In Unity,

Hal Wolkowitz

YOU DON'T GET UNITY BY IGNORING THE QUESTIONS THAT HAVE TO BE FACED.

~ JAY WEATHERILL



FIRED FROM LAUSD?—LET ME COUNT THE WAYS



By Greg Russell

If you aren't mindful of several deadlines during the school year, LAUSD (Los Angeles Unified School District) can "separate" (read 'fire') you from the District.

First up is the return of your Availability Letter to LAUSD. That is due by September 11, 2017.

Second is your CAAT (Child Abuse Awareness Training), due by September 29, 2017. You need to access that in "The Learning Zone" at lz.lausd.net. Under the "Home" tab, the CAAT should appear with a quick link, "My Assessment." Several boxes to the right are blue letters, "Start." Click on that and you have 30 minutes to correctly answer 10 questions on the CAAT, plus 6 more on legal acknowledgements. You can print out a certificate of completion. You will need to re-take it every semester, twice a year. The next one will be in the Spring.

Third could be the renewal of your credential. The Emergency 30 Day Substitute Teaching Permit needs to be renewed every year. You can find that information at achieve.lausd.net/page/8118. This can be done six months prior to its expiration.

Fourth is your TB test (Tuberculosis) which must be renewed every four years. You will receive notices by mail when it is due.

Fifth may be Blood Borne Pathogens Training. Presently, only Special Education Teachers are required to take it. Presently, it is only available at Beaudry and no appointment is necessary. It should take about 30 minutes. Plans are for it to be offered online at The Learning Zone. The necessities of renewals and their frequency has yet to be determined.

You may also be fired after failing to respond to a warning letter of inactivity, but the more common threat to your employment is the ISR.

DISCIPLINARY WRITE UPS

The ISR (Inadequate Service Report) is the form used by administrators to discipline you and it is currently being updated.

You must be aware that these can blind-side you and make you lose the ability to concentrate. Many have made the mistake of meeting with an administrator alone, without UTLA representation. Many have

thought they know what the meeting will be about. Many have also made the mistake of not challenging the ISR. These three mistakes each have the ability to get you fired.

You have the right to a representative of your choosing when meeting with an administrator. Delay the meeting until you can arrange it in a timely manner. Administrators are to do the write up for cause and within 10 work days of your service at their school, or when they became aware of the incident. Upon receipt of the ISR, you have 10 work days to give a written response. Do not respond until a union person has critiqued it. You should then grieve the ISR because they are used to fire you even if you are innocent, the charges are ridiculous, and you have a clean record of 30 years. To grieve, you must make a *written* request for an Informal Conference within 15 work days. The meeting shall take place within five work days of the request and the administrator shall give a written response within 5 work days of the meeting. The site chapter chair, UTLA Area Staff, and we should be helping you through this process. Failure to come to an agreement means Step 1 should be requested within 30 days or knowledge of the cause. Shorter timelines can be found in Articles X and XX of the Union Contract.

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**Editor-in-Chief
Linda Everhart**

This Emergency Edition is being published by Greg Russell, your outgoing Substitute Teacher Chairman.

Your regular edition will be published in late August or early September. I am remaining your Editor-in-Chief and your Communications Director for the Substitute Teacher Community.

Greg just wanted to apprise you of some issues that are very important for you to know right now.

I hope that your Summer has been productive and that you have been able to get plenty of rest in order to be your best for this upcoming school year.

My main focus has always been to give you information so that you can protect your jobs and to know what is going on with the union and your place within it.

We need to be more organized as Substitute Teachers, especially in the challenging days ahead for Substitute Teachers and for education in general.

We can do this together, but everyone needs to take part in it. You will be asked to take part in area meetings.

If we don't voice our concerns, we will not be heard. So get ready to grease those squeaky wheels so that the educational system knows that we are a mighty force!

If you have not participated in our meetings, we suggest that you do so.

I hope to see you at our upcoming Substitute Area Meetings and at our Substitute Committee Meetings!

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