

ISSUE: 05
AUGUST 2018

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SAVE THE DATE

General Membership Fall Meeting

October (TBD) 2018
2120 Bladensburg Rd. NE
First Floor
Washington, DC 20018



PRINCIPLES

We hold as a sacred principle, that professional public school employees shall set a good example as faithful public servants, performing their duties to the public with honor to themselves, to the school system, and to their organization. We hold a liberal education for all people to be a preeminent goal for the common good. To achieve this goal, we have resolved to encourage and to stimulate our members to take an active interest in the civic affairs of their country and the District of Columbia, in order that they can work and vote intelligently and effectively for this goal.

JANUS v. AFSCME, COUNCIL 31

On June 27, 2018 the United States Supreme Court issued its decision in *Janus v. AFSCME, Council 31*. The Court ruled that bargaining unit members who were not members of the Union were not required to pay fees to the Union for representational services provided by the Union under their labor contract.

If you were a "Service Fee" member of CSO, please complete the Authorization of Deduction for Dues form and mail or bring the form to the CSO office.

The current Presidential Administration supports the Supreme Court decision and does not allow CSO and other public sector unions to continue to collect Service fees. The sole purpose of this action is to break or weaken unions and to leave public sector employees without union protections.

This ruling is a direct, frontal assault on public sector unions and their ability to represent employees and ensure that those employees are treated fairly by the government agencies for which they work. Make no mistake, the purpose of *Janus* was solely to weaken public sector unions – like the Council of School Officers – by denying these unions the financial support they need to take up the daily labor battles on behalf of public sector employees. Given the conservative, anti-worker composition of the Supreme Court, this decision was not a surprise.

Towards that end, prior to *Janus*, the CSO enrolled many employees who were in our bargaining unit but were not yet members. The best way to fight the anti-union forces and respond to *Janus* is to ensure that our public sector unions remain strong and united. Your support for the Union is vitally important today more than ever.

Presently, the CSO is engaged in contract negotiations with DCPS. We want to send a strong message to DCPS and the D.C. government that we will not be deterred by *Janus* and the anti-worker forces plotting against us. The best way to send that message is to join the Union.

Without union funds, we will lose our ability to hold DCPS accountable for group or individual contract violations. Please encourage your fellow "Service Fee" colleagues to join. Your continued commitment to CSO will send a strong message to the current Presidential Administration and DC Government Officials regarding your commitment to CSO. We want to thank you for your support.

Let's show the D.C. Government and DCPS that we are:

UNION STRONG! CSO STRONG!

CSO SCHOLARSHIP

CSO awarded 3 DCPS scholars \$1000 scholarships this past June. The recipients are:

1. Armani Roberts
Coolidge High School
DELAWARE STATE
2. Cynthia Villatoro
Cardozo High School
UNIVERSITY OF WISCONSIN
3. Cierra Bass
HD Woodson
WINSTON SALEM STATE UNIVERSITY

It is the goal of CSO to celebrate our members and the brilliant scholars of DCPS. Good luck to our scholarship recipients and best of luck with your college studies!!!

OPENING OF SCHOOL SUPPLIES AND BOOK BAG GIVE AWAY

In partnership with several community service organizations, CSO will be donating opening of school supplies and book bags to deserving students in Wards 6, 7 and 8. It is CSO's goal to positively impact our schools and the students of DCPS!!



CSO ONLINE BENEFIT ENROLLMENT SYSTEM

The CSO is committed to providing our members with the highest quality of personal and professional care. We continue to strive to provide optimal benefit programs.

The list of services for CSO members include a dental plan provided by Aetna and a vision plan provided by United HealthCare. As part of the contract agreement between CSO and DCPS, the payments for these services are paid by DCPS.

This year we are implementing the CSO Benefit Enrollment System. In order to avail yourself of these services, you must enroll via the CSO Benefit Enrollment system during open enrollment. If you are a new officer, you will complete your enrollment via the CSO Benefit Enrollment System which can be accessed via the CSO website: www.councilofschoolofficers.org effective September 1, 2018. We encourage you to verify the information in your profile and make the necessary changes. If you wish to have family coverage, add your spouse and dependent information on both the CSO Benefit Enrollment System and the DCPS PeopleSoft system.

Open enrollment will begin for all active members on November 9, 2018 through December 14, 2018.

It is a requirement that your enrollment be completed by December 14, 2018 in order for your dental and vision benefits to be effective January 1, 2019. It is essential to log into your account to update and review your current dental and vision plan coverage. New CSO members have to enroll within 30 days of hire or during open enrollment. Your PeopleSoft tier designation must match your CSO enrollment.

ELECTRONIC ENROLLMENT

For your convenience, the enrollment for dental and vision benefits will be processed electronically for the upcoming open enrollment via the CSO website, What We Do → Benefits Page www.councilofschoolofficers.org.

DENTAL PLAN OPTIONS

Members will have a choice of two dental plans, the DMO or the PPO. There are no payroll deductions for either plan regardless of single or single with family coverage.

VISION PLAN OPTIONS

Members have a choice to utilize In-Network or Out-of-Network benefits. Vision benefits are provided once every twelve (12) months. There are no payroll deductions for either plan regardless of single or single with family coverage.

CSO EXECUTIVE BOARD VACANCIES

The CSO has four vacancies on the 2018 – 2019 Executive Board. The vacancies are for Middle School, Elementary School and Education Campus representation. Interested members should send their resume and letter of interest to Mr. Jackson - rjackson@councilofschoolofficers.org

CSO EXECUTIVE BOARD MEMBERS

PRESIDENT

Richard Jackson

EXECUTIVE VICE PRESIDENT

Barbara Childs

TREASURER

Arthur Linder

SECRETARY

Delisa Green

SCHOOL REPRESENTATIVES

Soncyree Lee

Richard Trogisch

Alexis Richburg

Gwendolyn Brown

RETIREES

Allen Chin

Lois Hopson Reeder

CONTRACT NEGOTIATIONS

We are continuing to negotiate with DCPS. The process has been moving very slowly. It was our expectation that we would be further along. As the Janus Case has demonstrated, we must stick together to remain strong in securing a contract that pays an appropriate wage and improves working conditions.

Please reach out to the Mayor's Office at (202) 727-2643, your Council Member and the Council Member for your school to indicate your support for a new CSO Contract. Together we must show DC Government and DCPS that the completion of our contract is important!!

WEINGARTEN RIGHTS

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my union representative be present at the meeting. Without representation, I choose not to answer any questions." (This is my right under a U.S. Supreme Court Decision called Weingarten.)

The right of unionized employees to have a union representative present during investigatory interviews was announced by the U.S. Supreme Court in a 1975 case. These rights have become known as Weingarten Rights.

If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation.

Management is not required to inform the employee of his/her Weingarten Rights; **it is the employee's responsibility to know and request.**

When the employee makes the request for a union representative to be present, management has three options:

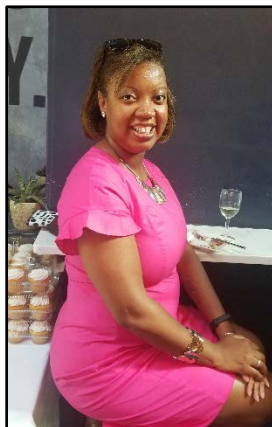
1. They can stop questioning until the representative arrives;
2. They can call off the interview or,
3. They can tell the employee that they will call off the interview unless the employee voluntarily gives up his/her rights to a union representative (**an option the employee should always refuse.**)



MY
WEINGARTEN
RIGHTS



The Council of School Officers held an End of the Year Celebration. The event was to recognize and show appreciation for the hard work & dedication to DCPS and as members of CSO.



RETIREES CORNER

We are looking forward to engaging our retired CSO members in more of the upcoming activities of the union. Your expertise and experience will surely be an asset to the overall growth of the union. For further information on the role you can play contact Lois Hopson Reeder at lth7835@aol.com or Allen Chin at aec10@yahoo.com.

WASHINGTON NATIONALS BASEBALL NIGHT WITH CSO

On July 20, 2018, CSO members and their families attended a Washington Nationals baseball game versus the Atlanta Braves. CSO issued approximately 150 tickets to our members and families in conjunction with the Washington Metro Council and the Labor Night Activity. Your membership and engagement made this activity possible!



AFSA 15TH TRIENNIAL CONSTITUTIONAL CONVENTION

Exploring the Changing
Landscape of Public Education

July 26–29, 2018
National Harbor
Minutes from Downtown Washington, D.C.

AFSA 15TH TRIENNIAL CONSTITUTIONAL CONVENTION

The American Federation of School Administrators held its 15th Triennial Constitutional Convention, July 26-29, 2018 at the Gaylord National Resort & Convention Center. The focus was on the major challenges administrators are faced with in both education and labor. There were a wide range of speakers, panels and workshops on education and labor trends. The sessions were quite informative and CSO members were able to network with school leaders from across the country. A special thank you to all CSO members who attended the convention. The 16th Triennial Constitutional Convention will be held in Puerto Rico in 2021. Hope to see you there.





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