

## ROLES OF CLASSIFIED SENATES AND EXCLUSIVE BARGAINING AGENTS

	<b>CLASSIFIED SENATE</b>	<b>BARGAINING AGENT - CSEA</b>
Membership	Automatic for all classified, confidential, supervisory staff (Title V)	All classified personnel are represented in the bargaining unit and pay state dues to CSEA. Membership in the local chapter is voluntary.
Affiliation	District Offices, individual college campuses	CSEA is the exclusive bargaining agent at MSJC
Dues	None	Monthly Dues mandatory to the state, voluntary to the local chapter.
Participation	Voluntary. Open to all classified, confidential, supervisory staff.	Voluntary for bargaining unit members.
Voting	All classified, confidential, supervisory staff are eligible	Local dues paying members only.
Role	The Classified Senate is a professional organization promoting the interests of all classified, confidential, supervisory staff	CSEA is the exclusive bargaining agent for the classified staff members employed by the District/College.
Purpose	<p>The Classified Senate is organized to:</p> <ul style="list-style-type: none"> <li>(a) participate in the shared governance structure;</li> <li>(b) provide a body representing the needs, concerns, and viewpoints of the classified, confidential, supervisory staff;</li> <li>(c) provide a centralized means of communication between classified, confidential, supervisory staff and the rest of the district/community;</li> <li>(d) select from its membership representatives to serve on governance and district/college committees;</li> <li>(e) articulate the professionalism of the classified, confidential, supervisory staff so that it is properly recognized and valued;</li> <li>(f) provide an opportunity for enhancing the democratic process of shared governance;</li> <li>(g) provide an opportunity to develop individual leadership among the classified, confidential, supervisory staff, as well as increase the professional standards of its members;</li> <li>(h) promote and develop activities that develop or increase the skills, productivity, and professionalism of the classified, confidential, supervisory staff;</li> <li>(i) promote the interests of the classified, confidential, supervisory staff in the development and formulation of policy and practice related but not limited to the following:</li> </ul> <p>*The selection &amp; retention of administrative staff            *In-service education staff development            *Facilities and services            *Student, classified, confidential, supervisory and faculty/classified, relations            *Finance and budget</p>	<p>The bargaining agent negotiates and represents general classified staff in contractual issues including but not limited to:</p> <ul style="list-style-type: none"> <li>(a) wages, including salary schedule and placement, service recognition awards, professional growth awards, promotions, seniority, layoff and re-employment rights, initial classification and reclassification;</li> <li>(b) hours of employment, including pre-retirement reductions in contract;</li> <li>(c) health and welfare benefits, including holidays and vacations;</li> <li>(d) 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;</li> <li>(e) safety conditions of employment, including district-initiated disability leaves;</li> <li>(f) procedures to be used for the evaluation of employees;</li> <li>(g) procedures for processing grievances and disciplinary actions.</li> </ul> <p>Bargaining agents also promote the well being and rights of classified employees by:</p> <ul style="list-style-type: none"> <li>(a) participating in shared governance;</li> <li>(b) representing the needs concerns and viewpoints of the classified staff;</li> <li>(c) serving as a communication link between classified staff and the rest of the district community;</li> <li>(d) selecting from its membership representatives to serve on governance and district/college committees specific to bargaining issues</li> </ul>