

# Know Your Rights!

## Workload Rights in the Union Contract

### Section 8.5.8

*"All terms and conditions of employment impacting the workload of any certificated job class within the bargaining unit at the grade, department, program, school or district level, shall be maintained at not less than the highest minimum standards in effect [at the time this Agreement is signed]."*

## What are "workload rights"?

In 2009 SDEA members won new workload protections. SDEA is one of the few – if not the only – educator unions in the state that has workload protections memorialized in a union contract. In general, our workload rights say that if there is new work put on our plates, work of a comparable quantity must come off our plates. There are nuances to the rule, though:

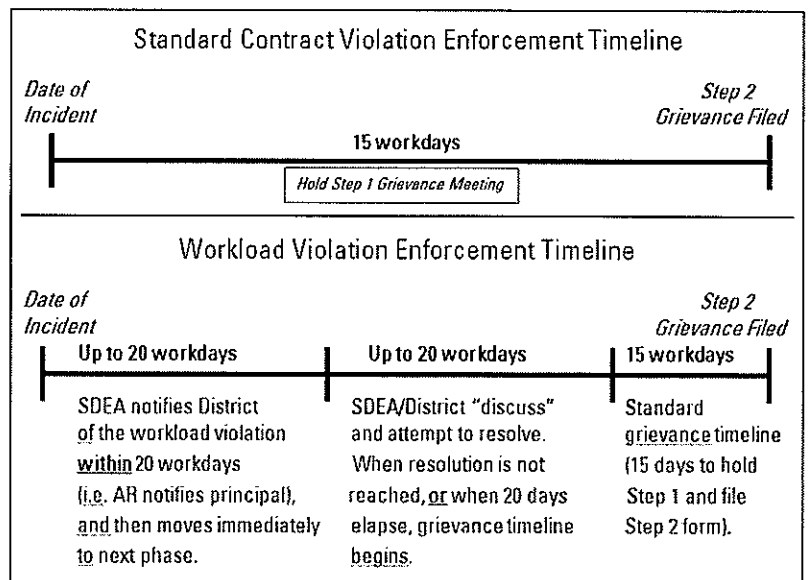
1. Must be new work that was assigned after November 18, 2009
2. Must impact the workload of a job class at one or more of the following levels: Grade, department, program, school, and/or district
3. Can't be minimal (New work that takes 2 minutes per day is probably minimal, but new work that takes 10 minutes is not — that adds up!)

## Who makes up a job class?

A "job class" is a group of employees in the SDEA bargaining unit with the same job title. For workload protections to be triggered, the new work must impact an entire job class at one of the levels in (2) above. Examples include "all preschool teachers in the district" or "all 6<sup>th</sup> grade teachers at Lewis Middle School." Usually, a job class at one of the above-listed levels will be more than one person, but sometimes it may be a single person, such as "the psychologist at Henry High School," where there is only one psychologist at the school.

## How can SDEA members enforce workload rights?

When administration violates union contract rights, members can use the grievance process to seek resolution. The grievance process is described in Article 15 of the union contract, including timelines for initiating the grievance. In the case of contract violations of workload rights (section 8.5.8), the process is different because it is longer, providing more time for possible resolution. Talk with your Association Representative (AR) about possible workload violations.



Source: SDEA-SDUSD Collective Negotiations Contract, July 1, 2014 — June 30, 2017 (Section 8.5.8; Article 15)