

12/30/2021

Subject: Let's finish what we started

Dear Colleagues,

We hope you are having a joyful time with friends and family, and that your holiday break is bringing well-deserved rest and relaxation. After a difficult semester we are so thankful for the holidays!

We are excited about our upcoming election for Clovis Psychologists and Mental Health Support Providers and look forward to finally having a chance to vote for ACE/CTA in January. We can't wait to start negotiating a strong union contract soon after the ballots are counted on February 3rd by the Public Employment Relations Board. This election and our opportunity to build a strong and effective union with ACE makes us very optimistic about 2022.

We wanted to make sure you take some time to review our ACE Bargaining Platform ([linked here](#)). This platform was put together by your ACE Psych/MHSP Bargaining committee (that you nominated in the Fall) and is based on priorities determined by surveys you completed in August of this year. If you have any questions about our platform or the bargaining process, be sure to let one of us know. Also, if you believe there is anything missing here that we should work to achieve, reach out. We won't be putting together proposals until after our election.

We also want to share our deep concerns about the behavior of CPC in recent months. Throughout this process we've been consistent, honest, and transparent in all our conversations with our colleagues about our unionization plans. That is important when building a strong and successful organization of educators. *Sadly, CPC has not done the same*. Instead, they've changed their position about unionization, been dishonest about ACE, and unfortunately, failed to do even basic research before partnering with the Goyette Ruano and Thompson law firm (GRT).

CPC Says What They Think We Want to Hear: When CPC initially intervened to delay our unionization process with ACE, their stated goal was to maintain the status quo and their position was that we didn't need representation. Email after email from CPC made that clear. Then, when they realized that wasn't working, they flip flopped. Now they are saying unionization is valuable—we just need a different organization that is cheaper, deferential to administrative decisions, and disconnected from other union psychologists and MHSPs throughout the state. Based on their behavior, we are concerned their goal has remained the same even though their rhetoric has changed.

CPC has not been Honest: When building a union of educators, it is very important to trust that your organization is going to act with integrity. Unfortunately, CPC has repeatedly been dishonest—not just about their goals but also about their characterizations of ACE. Just last week Karin emailed all of us a graphic that states ACE will be “run by a bargaining committee that is controlled by CTA.” This is similar to other misleading characterizations about ACE and the California Teachers Association. Let's be clear. We are proud to be affiliated with an organization of over 300,000 professional educators from across California. We look forward to benefiting from the support of other unionized educational professionals, including thousands of

psychologists who are members of CTA. But decisions about ACE will be made here in Clovis by educators who are elected by our colleagues. As members of the bargaining team that were nominated by our colleagues here in Clovis, we resent this type of dishonesty and believe it has no place in our union.

CPC Has not Done Their Research into GRT: The latest announcement by CPC includes their decision to “partner” with GRT, a law firm with a spotty past and minimal experience supporting educators. If CPC was even minimally interested in establishing a strong union, they would not have established a relationship with GRT. Some of our concerns with GRT include:

- *GRT has Very Little Experience Supporting Educators:* In fact, they only “partner” with 6 small school districts or charter schools in the state, have very little experience representing psychologists, and educators who “partnered” with GRT have often settled for bad union contracts with inadequate wages, prep time, and poor benefits. This [contract](#) from West Park Elementary is one such example.
- *GRT has a History of legal action against people they work with:* A Union of medics hired Goyette during a dispute and when the union was dissatisfied with their representation and tried to end the contract, Goyette sued [them](#).
- *GRT Attorneys have Connections to Individuals Not in line with Our Values:* Rafael Ruano is the attorney at the Goyette law firm communicating with Clovis educators and is connected with Larry Sand ([here](#)), notorious [critic of public education](#), proponent of [increased class sizes](#), and outspoken in opposition to [lgbtq+ issues](#).

You know us. Many of us have worked side by side for years. We love Clovis and also know things can be better. To protect what we love and make the changes we need, we must have a strong, competent and independent union. For Clovis Psychologists and MHSPs to achieve that, it is important we work closely with the same educators we collaborate with everyday. We can do that in ACE/CTA. It is also important we are connected with the thousands of other union psychologists and hundreds of thousands of other union educators across the state. There is a reason why educators choose to be affiliated with CTA every year-- it is because educators who are part of CTA are provided with resources and support that helps them succeed.

We look forward to working with you to build a strong organization of Psychologists and MHSPs here in Clovis. Our next important step includes standing up for our students and profession by voting ACE/CTA in January!

Sincerely,

ACE Psychologist and MHSP Bargaining and Organizing Committee

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