

| Area | Classified Senate | CSEA |
|---------------|---------------------------------------------|----------------------------------------------------------|
| Membership | Elected from Classified Staff | Voluntary chapter membership for bargaining unit members |
| Affiliation | Irvine Valley College | CSEA (Classified School Employees Association) |
| Dues | None | Monthly union dues |
| Participation | Voluntary. Open to all Classified Employees | Voluntary chapter membership for bargaining unit members |
| Voting | All full-time Classified Staff employees | All members who have joined the union |

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| 1. Participate in the shared governance structure of IVC. | 1. Wages, including salary schedule and placement, promotion, seniority layoff and reemployment rights. Initial classification and reclassification. |
| 2. Provides a body representing the needs, concerns and viewpoints of the Classified Staff, <u>other than union contract issues</u> . | 2. Hours of employment, health and welfare benefits, including holidays and vacations |
| 3. Provide a centralized means of communication between Classified Staff and the rest of the college community. | 3. Leaves, transfers and reassignment policies. Including sick leaves, maternity leaves, bereavement leaves, military leaves, industrial accident leaves, personal necessity leaves, and unpaid leaves of absence. |
| 4. Select from its constituency representatives to serve on governance and college committees. | 4. Safety conditions of Employment, including district-initiated disability leaves. |
| 5. Articulate the professionalism of the Classified Staff so that it is properly recognized and valued. | 5. Procedures to be used for the evaluation of employees. |
| 6. Provide an opportunity for enhancing the democratic process of governance at Irvine Valley College. | 6. Procedures for processing grievances and disciplinary actions. |
| 7. Provide an opportunity to develop individual leadership among the Classified Staff, as well as increase the professional standards of its members (e.g., Staff Development). | 7. Appoint Classified Staff to committees that are directly related to employee hiring. |
| 8. Promote and support activities that develop or increase the skills, productivity and professionalism of the classified staff (e.g., Staff Development).. | 8. Any procedure that is defined in the contract shall be the responsibility of CSEA. |