

A COMPARISON OF ROLES  
A De Anza College Classified Senate Guideline

	<b>CLASSIFIED SENATE</b>	<b>BARGAINING UNITS (SEIU, CSEA, Teamsters)</b>
<b>Membership</b>	All contract classified staff are eligible to run for election to the Senate.	All classified staff at FHDA are either fee payers (may not vote) or dues-paying, voting members.
<b>Participation</b>	Open to all classified staff; participation encouraged	Open to all classified staff; only dues-paying members may represent on committees.
<b>Voting</b>	All college contract classified staff	Dues-paying members only
<b>Role</b>	A professional organization promoting the interests of all classified staff	Are exclusive bargaining agents for classified employees in the District
<b>Purpose</b>	De Anza's Classified Senate is organized to do the following:	The bargaining units negotiate and represent all classified staff in contractual issues as follows:
	Participate in the college/district governance structure	Participate in the college/district governance structure
	Provide a body representing the needs, concerns, and viewpoints of the classified staff	Bargaining units represent the needs and concerns of the classified staff in contractual issues
	Provide a means of communication between classified staff and the college community	Provide a means of communication between classified staff and the college community regarding contractual issues
	Select classified representatives to serve on governance and college committees	Select/elect from its membership representatives to serve on governance and college committees
	Provide an opportunity for enhancing the democratic process of governance at the college	Enhances the existing governance process within the district.
	Provide an opportunity to develop individual leadership among the classified staff, as well as increase the professional standards of its members	Provide an opportunity to develop individual leadership among the classified staff, as well as increase upward mobility
	Promote the interests of the classified staff in the development and formulation of policy and practice related but not limited to the following: Selection, evaluation, and retention of administrators; In-service education; Facilities and services; Student/classified and faculty/classified relations; Finance and budget	Represent the interest of the classified staff in the development and formulation of policy and practice related but not limited to the selection, evaluation and retention of administrators and the finance and budget processes
Promote and support activities that develop or increase the skills, productivity, professionalism and morale within the classified staff Recognize the professionalism and value of the classified staff.	Wages, including salary schedule and placement; service recognition awards; professional growth awards; promotions; seniority, layoff and re-employment rights; initial classification and reclassification; Hours of employment, including pre-retirement reductions in contract; Health and welfare benefits including holidays and vacations; Reorganizations, transfer and reassignment policies, including sick; maternity; bereavement; military; industrial accident, personal necessity, unpaid, and staff development leaves; Safe working conditions; district-initiated disability leaves; evaluation procedures.	