

STATE CAPITOL  
P.O. BOX 942849  
SACRAMENTO, CA 94249-0110  
(916) 319-2091

Assembly  
California Legislature



BEN EBBINK  
CHIEF CONSULTANT  
LORIE ALVAREZ  
ASSOCIATE CONSULTANT

ASSEMBLY COMMITTEE ON LABOR AND EMPLOYMENT

ROGER HERNÁNDEZ, CHAIR  
ASSEMBLYMEMBER, FORTY-EIGHTH DISTRICT

May 1, 2014

Katrina Abston, Head of Schools  
California Virtual Academies  
2360 Shasta Way, Unit A  
Simi Valley, CA 93065

Dear Ms. Abston:

As Chair of the Assembly Committee on Labor and Employment, it has recently come to my attention that the employees at California Virtual Academies (CAVA) have decided to organize with the California Teachers Association. I support their legally protected right to engage in collective bargaining and am confident they are committed to improving both learning and teaching conditions at CAVA.

A primary purpose of California's public education system is to educate and prepare students to participate in our democratic institutions, culture and society. It is crucial that we maintain the public character of our public education system.

Since your Charter and Charter Renewal Agreement expressly acknowledges your schools to be the exclusive public school employer of the employees within the meaning of the Educational Employment Rights Act (EERA), I anticipate that CAVA will fully honor the employees' rights to organize under the jurisdiction of the Public Employment Relations Board (PERB).

Further, in the months to come when PERB certifies the union as the exclusive representative, you will have the opportunity to collectively bargain with the educators who work at CAVA. I encourage you and the rest of CAVA/K-12 administration to take this responsibility seriously, and engage with your employees in a respectful and productive way. It would be very disappointing if CAVA/K-12's response was anything but respectful of your employee's rights as clearly established under EERA.

I look forward to watching this relationship progress. If there is anything I can do to help, please don't hesitate to let me know.

Sincerely,

Handwritten signature of Roger Hernández in black ink.

ROGER HERNÁNDEZ, Chair  
Assembly Committee on Labor and Employment

cc: CAVA Governing Board Members, CAVA Educators, K-12 Administration