

CAUSE ADVISORY

REMOTE LEARNING - Impact Bargaining Agreement Reached

But ...

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Dear CUSD Colleagues,

*** Where are we at? ***

Although CAUSE has reached the first of what will become several IMPACT BARGAINING agreements, we acknowledge that there is much work to be done. In all transparency, no one can accurately call this a proactive document in regard to the District's HEALTH & SAFETY response.

However, it does document many of the CUSD's compliance obligations, and memorializes the enormous effort your CAUSE representatives invested towards preserving the interests of District students, employees, and their families.

*** What's missing ? ***

We're glad we reached an agreement, but....

Although, this morning, we tried one last time to reintroduce 4 constructive solutions for resolving outstanding HEALTH & SAFETY concerns, the District continues to deny those suggestions and the improvements they represent.

Specifically:

CAUSE encouraged: In order to ensure that future reopening models are well informed, and possess the maximum level of buy-in and support, the CUSD will form a proactive, collaborative, and transparent reopening task-force / advisory counsel, consisting of District students, parents, labor representatives, administrators, and public health experts. The reopening committee will document its meetings and decisions, and make public recommendations directly to the CUSD Superintendent and School Board.

CUSD's response: We are not interested in that model.

CAUSE encouraged: Employee / Employees' Family Members on District Properties: District employees will be permitted to bring their children onto District properties, in the event that they can not find or provide adequate

childcare at home. District employees' family members will be subject to every precaution previously cited in this MOU.

District Employees will be responsible for the supervision of their children, while on CUSD properties. Family members will be restricted to the workspace of the District employee, and must be chaperoned by their employee parent if they are to use any public spaces, such as restrooms, hallways, etc.

CUSD's response: CUSD is not interested in this outcome. The District continues to have concerns about risk management. There are 15 childcare slots being held for employees' children at Girls' Inc. and the Boys' and Girls' Club.

CAUSE encouraged: **The committee will share, receive, research, and distribute information with the Unit. The committee may make recommendations to District leadership and present at Board Meetings when recommendations are shared. The committee will continue to include all previous external agency partners (Fire, law Enforcement, FEMA, Public Health, etc.)**

CUSD's response: We'll have the quarterly meetings. [*sic. Last year, they only had one of the routine 12.*] We're not going to impose conditions on the committee.

CAUSE encouraged: **For the sake of efficiency and transparency, the CUSD will maintain and publish a running inventory of SAFETY PPE, cleaning supplies, and resources, with the intent of streamlining the process for requesting, distributing, and accounting for required supply levels.**

CUSD's response: That's a full-time job; we are understaffed as it is. Employees with concerns can talk to their supervisors.

*** Next Steps ***

Clearly, the District's HEALTH & SAFETY response is focused on compliance, versus the well-being of District students, employees, and their families. The agreement serves as a recitation of the District's obligations, more than a proactive plan for moving forward.

Therefore, during this crisis, yet another responsibility has been added to the plates of District employees. The participation of District employees will be critical, in regard to monitoring and transparently sharing the District's HEALTH & SAFETY response.

Stay tuned (in the next week) for clarification on how you can proactively perform this critical role. CAUSE leadership remains laser focused on the conditions that support the HEALTH & SAFETY of our students, colleagues, and their families.

In Unity,

~ CAUSE leadership

