

CAUSE ADVISORY

IMPACT BARGAINING on District's Arbitrary Reopening Decisions

Union Leadership is Seeking Engaged Colleagues

CUSD Faculty, Support Staff, and District Stakeholders,

In our previous ADVISORY on the topic, Union leadership shared concerns about the District leadership's approach to reopening...

"In summary, the District's approach is not designed to prioritize the safety and well-being of employees, students, and their families. Rather, it is an approach that ensures the CUSD maintains maximum legal leverage to make questionably informed, manipulated, and arbitrary decisions; often in the name of teachers and support staff. It is an approach that places CONTROL before buy-in, sustainability, and increased public health & confidence."

~ CAUSE Leadership * July 6, 2020

Formal REOPENING conversations have begun:

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Today, the Union will meet with District leadership & their legal counsel, to begin **IMPACT/EFFECTS BARGAINING** (*i.e. Responding to the District's arbitrary decisions*) on the reopening of CUSD.

As CUSD has forced the Union into this "watchdog" role, CAUSE leadership has demanded to bargain the District's arbitrary reopening decisions. **IMPACT BARGAINING** is a critical component of our oversight role in the District.

The Union has also confirmed its availability to **IMPACT BARGAIN** throughout the Summer; to include every day the District is open. Thus far, the bargaining partners (CUSD & CAUSE) have formally scheduled 7 dates for this purpose: July 9th, July 13th, 23rd, 27th & August 3rd, 10th, & 17th.

In these meetings...

1.) The District is required, by law, to divulge any and all decisions that have a nexus (or connection) to the mandatory subjects of bargaining contained in both the **CLASSIFIED & CERTIFICATED Collective Bargaining Agreements (CBA's)**.

[*We have attached these agreements to clarify those subjects.*]

2.) CAUSE will be exercising the Union's legal opportunity to review and seek improvements upon the District's arbitrary reopening decisions. Recently, the District's administrative agents told you they "**invited CAUSE**" to discuss the CUSD's reopening. They failed to tell you that they were required to do so by law; and that the discussion they referred to is the **IMPACT BARGAINING** process.

[*We encourage you to consider if such an invitation would have been extended had District leadership not been required (by the State) to IMPACT BARGAIN with the Union.*]

3.) The Union's priority will be **the safety and the well-being of employees, students, and their families.**

[*We anticipate this to be a significant effort, given the District's often negligent orientation to these issues before COVID-19 closures even existed; be it the state of bathrooms across the District, * inaction associated with cannabis operations abutting District school sites, * the near termination of the CUSD SAFETY COMMITTEE from more than 12 meetings a year to just 1, * ensuring and notifying employees of comprehensive health issues associated with MEASURE U demolition efforts, etc., etc., etc.*]

4.) The Union will examine each District decision against the attached metric, provided by the County of Santa Barbara.

[*This should ensure that conversations around the District's decisions are not just based on emotion and/or potentially empty promises. Rather, use of this metric should confirm whether the CUSD's decisions are supported by demonstrable evidence; or not.]*

5.) The Union will also examine the District's theoretical decisions, in regard to their actual functionality on District sites and facilities. On these topics, Union leadership will seek guidance and insight from those we represent across the District. **And this is where you, our CLASSIFIED & CERTIFICATED members, can support our effort.**

[*Because no one better understands the conditions, or is better prepared to predict the impact of the District's arbitrary reopening decisions than District faculty and support staff. On a daily basis, it is faculty and support staff who work directly with the students and their families, to maintain the safety and well-being of those we serve and those we serve with.]*

Here's what we need from you:

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We ask that District employees...

(A) Remain engaged

(B) Join the Union at our upcoming weekly ZOOM meetings (*Dates & Times to be announced*), to discuss the District's decisions and better inform Union leadership in regard to your experiences, insights, and concerns.

(C) Physically support our **IMPACT BARGAINING** effort by actively participating on our **IMPACT BARGAINING** team.

*. Although we are uncertain of the specific dates that any individual's expertise will be needed, the Union is currently recruiting interested and engaged faculty and support staff to contact us with your

