

CAUSE ADVISORY

CLASSIFIED Bargaining Update

– September 26, 2018 -

Greetings Colleagues,

At our last bargaining session, the Union presented several interests. Those interests are contained in our advisory of, **September, 19th 2018**, which is included below.

The Union arrived to today's bargaining sessions eager to receive the responses promised by the District at our last session on Sept. 19th. But before providing those responses, the District wanted to introduce and discuss several issues that were not currently agendized for today's bargaining meeting. The Union, in a desire to be courteous, did not immediately contest the introduction of these topics, but did acknowledge that they were not part of today's agenda.

After the District clarified its positions on the **unagendized** topics, the Union was asked if it had any questions. The Union caucused (*i.e. took a procedural team-break*), developed a few critical questions pertaining to the **unagendized** topics, and then returned to present those questions.

When discussion on these **unagendized** topics resulted in disagreement, the District's Team (*comprised of D. Zapata, M. Fitzgerald, and their legal counsel*) attempted to place contingencies on the bargaining meeting that had not yet even begun; stating that they (*i.e. the District*) would “...walk-out of today's meetings if the Union did not stop asking questions.”

Citing that the Union could not and would not allow the District to place arbitrary restrictions on the Union's participation, the Union could not accept the District's threats. CAUSE leadership was aware that the District had no legal authority to demand restrictions on participation, which do not

exist in the provisions governing collective bargaining. Therefore, the Union could only clarify that any uni-lateral cancellation of today's negotiations would be an act of bad-faith bargaining. We remain concerned about the District's continued practice of delaying the CLASSIFIED bargaining process, but cannot take responsibility for their behavior.

After the Union clarified that it was unmoved by the District's demands, the CUSD team stormed out of the room. No agendaized bargaining topics were addressed and the same outstanding topics remain outstanding.

The Union will notify CUSD staff and faculty when future dates are scheduled.

~ CAUSE Leadership