

# CAUSE ADVISORY

## IMPACT BARGAINING Continues

*(Elementary Reopening & Small Cohorts)*

### CAUSE Submits Counter Proposal *(attached)*

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CUSD Colleagues,

Yesterday, the CAUSE Bargaining Team submitted its most recent counter proposal to the District's bargaining agents.

*[Of significance, the District's team has been dramatically reduced over time. It now contains just 2 people: the Human Resource Director, Diana Zapata, and a single District Lawyer who clearly runs the District's show. Of significance, the CUSD's team contains no expertise or direct experience associated with providing service in a modern classroom or school-site, be it the experience of a single site-principal, working supervisor, or confidential employee. As for the Superintendent's contribution to the process, CAUSE Leadership has no idea why Ms. Rigby remains so unmistakably absent. Most certainly, the District's approach to bargaining adds some insight into why District leadership has struggled so much to mitigate the COVID-19 outbreaks at both elementary sites.]*

Upon receiving the District's most recent proposal (*at the outset of the meeting*), what stuck out was not what the District included in its proposal. Rather, what stuck out was just how much CUSD bargaining agents removed from the Union's proactive and evidence based proposal. Clearly, the District's approach IMPACT BARGAINING is focused on their legal and professional vulnerabilities, versus working to ensure the HEALTH & SAFETY of District students, employees, and their families.

The Union continues to remind CUSD that were it not for the people impacted by our decisions, there would be no bargaining required. IMPACT BARGAINING is not just a legal obligation or exercise. IMPACT BARGAINING is a means for protecting the rights, safety, and health of the essential workers and students we serve. Although the Superintendent's, School Board's, or District's legal vulnerability is worthy of consideration, the well-being of District families and stakeholders should be our focus. When District leadership prioritizes their legal, personal, and professional vulnerabilities over the well-being of ALL District stakeholders, they not only fail to stay in front of the COVID-19 transmissions surging across the District, but they fail the community we serve.

CAUSE's most recent counter-proposal is attached. Please take a moment to familiarize yourselves with the terms therein. Then let us know which are most necessary for you to provide service in the most SAFE & HEALTHY environment possible.

In Unity,

- j. Hotchner. - CAUSE President

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**\* C.A.U.S.E. - Yes We Can ! \***