**Proposal to Resolve Classified Layoff Grievance – CAUSE - 8/9/2017**

1. The District will communicate proposed layoffs and ensure that layoff details, if available, will be provided to CAUSE prior to public announcement.
2. CAUSE and the District define “Meet & Consult” as the bargaining partners, in face-to-face meetings, seeking information or advice and recommendations concerning the potential layoff/s.

In order that the bargaining partners are provided an opportunity to seriously consider the proposed layoffs, they will listening to each others’ perspectives and insights in meetings prior to public announcement.

1. The Federation and its leaders are encouraged to attend Board Study Sessions where budgetary considerations are agendized and are provided the opportunity to comment during the public section of the agenda.
2. The School Board is encouraged to hold Board Budget Study session during hours that the federation and its Leaders are not previously scheduled to provide services.
3. Not to be confused with the “Meet & Consult” requirements that occur prior to public notice; the union will be provided an opportunity to meet and share ideas and points of view after Board Meetings at which classified layoffs are discussed for informational purposes.
4. During the “Meet & Consult” process, the District will provide CAUSE the seniority list, information related to the layoff/s, and responses to the Federation’s clarifying questions/inquiries. CAUSE’s point of view will be presented, during the regular meeting as an agendized item, to the Board prior to action of the Board on the formal layoff resolution.
5. The ten (10) and fifteen (15) days in Article 18 are designed to provide the District time to consider the suggestions made by CAUSE at the “Meet & Consult” meetings prior to the action of the Board on a formal layoff resolution.

CUSD CAUSE

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