

CAUSE ADVISORY
IMPACT BARGAINING Update
CAUSE / CUSD Reach Agreement on
ELEMENTARY IN-PERSON REOPENING & SMALL COHORTS

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District Colleagues,

For several months, the Union has been meeting with the District to clarify COVID-19 related HEALTH & SAFETY expectations. Today, the CAUSE IMPACT BARGAINING TEAM reluctantly reached an agreement on the topic of ELEMENTARY IN-PERSON REOPENING & SMALL COHORTS.

Although the agreement lacks the specificity and many proactive evidenced based proposals offered by CAUSE, **it generally recites many of the District's COVID-19 mitigation compliance obligations; all in one place.** Therefore, this agreement is not so much the path forward, but clarification upon what the District is supposed to be doing right now.

With the agreement, CAUSE Leadership provides District personnel a "tool". This "tool" allows you to begin aggressively improving the HEALTH & SAFETY conditions on our school-sites and facilities. By clarifying the professional expectations around CUSD COVID mitigation obligations, The agreement empowers employees to demand improved conditions where the provisions in the agreement are not being met. This includes access to a contractually binding grievance process, with contractual protections against retaliation or professional harm.

Alas, with a degree of authority, District employees may pursue the HEALTH & SAFETY improvements needed since the District's hasty reopening (in October, 2020) during a global and local health crisis.

So, now it's up to you. We ask that each District employee review the agreement, and then hold the District accountable to the conditions cited therein. Only you can bring these HEALTH & SAFETY expectations to life. For the well-being of our students, colleagues, and their families, Union leadership asks that you do.

In Unity,

~ CAUSE Leadership

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

Feel free to visit our CAUSE website:

<https://cause2216.org/>

Your feedback and interest are appreciated!

