

CAUSE ADVISORY

Collective Bargaining Update Session: Tuesday, Oct. 15, 2019

CUSD Colleagues,

At yesterday's bargaining session, the CAUSE Certificated Bargaining Team met with District agents to negotiate the Certificated Contract. Several topics were discussed, including...

Topic # 1: Article 6 - Compensation & Benefits

Although the District wishes that CAUSE move immediately to cap employee healthcare and accept a negligible salary increase (1/2 %), the Union was unable to provide a counter proposal. The Union provided clarification for its position:

1.) Given that the current bargaining cycle includes a fully open contract, the Union has opened several articles that may impact the total volume of monies available for compensation and benefits. It makes little sense to discuss or make proposals addressing, **Article 6: Compensation & Benefits**, before determining the volume of available monies.

2.) The Union was unable to develop a healthcare proposal for today's meeting. Unfortunately, the District has again acted to obstruct the Union's direct access to the Burnham Healthcare representative that serves both bargaining partners. CUSD is now demanding that CAUSE place the CUSD in a position where it is responsible for seeking information related to CAUSE's healthcare inquiries, thus placing the District in a position where it can amend, misinterpret, undermine, or even mislead Union Leadership about the healthcare options available to our members.

Although our healthcare broker resolved this point in Spring of 2019, the District refuses to accept that the healthcare broker is a neutral organization and is permitted to interact directly with both bargaining partners. CAUSE Leadership is confused by the District's demands, which we refuse to accept. Past experience has confirmed; when the Union receives information directly from our healthcare representative, it is far more reliable, comprehensive, and accurate than the information we receive through District Leadership.

3.) Although the District also wants to do away with the CUSD Healthcare Committee altogether, the Union reminded the District that the committee is still in force. Therefore, we requested that it be activated immediately, with the intent of researching and exploring available healthcare options as soon as possible.

Topic # 2: CUSD 2019-20 District Calendar

The bargaining partners then discussed the **CUSD 2019-20 District Calendar**. The Union's proposal (*see attached*). We remain confused as to why the CUSD wants to bargain the 2020-21 calendar, when the current calendar is yet to be resolved. That said, if the District accepts the Union's proposal, the Union may be open to extending that proposal to the 2020-21 school year.

Topic # 3: Professional Day

The Union proposed language (*see attached*) that clarifies past practice and expectations related to the "Professional Day." We based our figures on data currently utilized by the CUSD. The proposal is being provided in hopes of minimizing conflict and clarifying both past practice & future expectations.

Topic # 4: Class Size

In regard to Special Education (SPED) class sizes and caseloads, the Union recognizes the need to provide SPED faculty & support staff both clarification and relief. Therefore, the Union proposed language (*see attached*) that improves their ability to care for and meet the needs of District SPED students. After researching contract language associated with SPED class sizes and caseloads, we based our class-size proposal on language that exists in the contracts of surrounding districts.

In regard to the proposals above, it's important to acknowledge that they do not reflect comprehensive proposals for any single article. Rather, our proposals exclusively address specific components within larger articles. CAUSE preserves its right to open other provisions contained under these and other articles; up to and until the time a tentative agreement has been reached on the entire article.

Please feel free to contact us with any suggestions, concerns, or insights. Our bargaining teams are always interested in better understanding your interests.

~ CAUSE Leadership

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