

# **CAUSE ADVISORY**

## **Classified Bargaining Continues \* 2018**

Greetings Colleagues,

CAUSE Leadership met with the District to continue bargaining several outstanding CLASSIFIED issues left over from our Spring sessions. To that end, we wanted to share the topics under discussion, the **positions promoted by the Union**, and provide **the District's responses, as of this date**.

With so much to share, we'll get right to it...

### **1.) Custodial Stipends for "Lead Custodians"**

**The Union's position:** Throughout the last school year, the District and the Union had discussed the option of creating custodial stipends for "**Lead Custodians**" across the District. The Union believes this proposal is a win-win for all involved: CUSD, custodians, and those who work and learn at the variety of District sites and facilities.

Rather than pay a "**Custodial & Maintenance Supervisor**" more than **\$138,559** to oversee the physical work provided by CUSD's custodians and maintenance workers, the Union encouraged the District to remove that supervisory position and distribute a portion of the savings (as stipends) to "**Lead Custodians**" at each school site.

By the bargaining partners' math, this would amount to a savings of over **\$138,000**, minus the cost of the stipends. More specifically, the Union promoted the creation of four (4) \$ 10,000 stipends for "**Lead Custodians**." If the District agreed to take this approach, a total ongoing (*i.e. year after year*) savings of over **\$98,000**.

But instead of taking that approach, District Leadership chose to remove the "**Custodial & Maintenance Supervisor**" position and then unilaterally and arbitrarily implemented a stipend of its own; an obvious violation of labor law. The District clearly neglected its obligation to bargain stipends with the Union.

Interestingly, the stipend was provided to a single employee and set at **\$5,000** per year, versus four (4) **\$10,000** stipends per year. When CAUSE confirmed the violation, we acted immediately. Just today, we submitted a "Cease & Desist" notification to remind the District of their obligation to stop their illegal action and bargain such contractual issues with the Union.

**The District response:** After some finger pointing from within, the District stated it could not provide any definitive information on the topic. The Union was then told that the CUSD was unprepared to respond and that it would have to conduct further research before discussing this at our next bargaining session, scheduled for September 26, 2018.

## 2.) Healthcare Improvements

**The Union's position:** Concerned about the excessive and unorthodox LAYOFF actions taken by the CUSD last Spring, many of our CLASSIFIED colleagues either lost their positions, their hours, their access to healthcare, or any combination of all the above.

With this in mind, we continued to advocate for the inclusion of a low premium / high-deductible healthcare option for employees struggling to access healthcare. Today, we reinforced our expectations that the District would provide such a plan. CAUSE also reminded the District that the Union has already presented a volume of compelling data towards this end; a result of our research and direct contact with the healthcare representative the District uses for said purpose.

**The District response:** The District stated it could not provide any definitive information on the topic. The Union was then told that the CUSD was unprepared to respond and that it would have to conduct further research before discussing this at our next bargaining session.

## 3.) CLASSIFIED Training

**The Union's position:** As was our original position at the outset of the bargaining cycle, the Union promoted increased training that is...

- A. paid by the District
- B. provided during routine service hours
- C. highly relevant

The Union has long held and shared concerns about the on-boarding of CLASSIFIED personnel, especially those who work with the most "at risk" students in our care. Union Leadership would like to minimize employment scenarios that are dangerous to either staff, faculty, students, or visitors to CUSD sites and facilities. Therefore, we encourage an increase in TRAINING across the CLASSIFIED Unit, for the following reasons:

- \* To minimize situations that lead to extremely high turnover rates, which continue to plague the District.
- \* To minimize all too common injuries to either those working with our students or the students themselves.
- \* To minimize significant legal exposure and vulnerability to the District and/or individual staff and faculty members.
- \* To provide employees with the tools and confidence that they need to provide high-quality service when working with our students and families.

In the event that District doubted the factual basis for the conclusions underlying our objectives, the Union requested data that demonstrates the trends related to injury rates, turnover rates, and legal conflict resulting from inadequate training.

Fortunately, there may be an influx of TRAINING dollars coming from the state, as a result of the Governor's initiative in this area. If those dollars don't arrive, we're pleased to announce that the District, in keeping with its historic patterns and messaging to the community, closed its books with **\$800,000** more than it had projected for the 2017-18 school year.

**The District response:** The District provided examples of training currently underway in the Special Education Department.

When the Union asked whether the training was either paid, provided during work-hours, or compulsory, the District responded it could not provide any further definitive information on the topic. Again, the District assured CAUSE representatives that it would conduct research before the next bargaining session.

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Union Leadership appreciates your attention to these important topics. We look forward to sharing details surrounding our upcoming ratification efforts for both the CERTIFICATED and CLASSIFIED collective bargaining agreements in the near future.

In Unity,

~ CAUSE Leadership

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