

CAUSE ADVISORY

When To IMPACT BARGAIN,
or Not To IMPACT BARGAIN?
That is the question.

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CUSD Colleagues,

You may have received the Superintendent's forwarded email? If so, have no fear. Of this you can be certain: **When the CUSD has confirmed and is better prepared to IMPACT BARGAIN any potential IN-PERSON reopening decisions, the Union will continue to be the engaged bargaining partner District employees & leadership have grown to rely upon.** :)

Let's not forget that District Leadership just spent the last two weeks telling employees and district families that students would be returning IN-PERSON tomorrow, **Oct. 1, 2020.**

Yes. That's tomorrow! But is that occurring?

No. It is not.

As of today, CUSD is still:

(A) unaware of a confirmed date for the return to IN-PERSON elementary learning (based on its WAIVER application).

(B) unaware whether SB County Schools will even be permitted to reopen IN-PERSON (in 2 weeks); based on the ability to maintain its RED status on the County watchlist.

(C.) awaiting permissions and conditions outside of our local District's control.

But the Human Resource Director's email, forwarded by the Superintendent, would have you ignore that detail; as well as the chaos and anxiety such impulsive statements represent.

And let's be clear, these statements have a cost. *How many District families' and/or District employees' squandered time, energy, and good will, as a result of*

District leadership's reckless and inaccurate messaging? Are the current pandemic conditions not difficult enough? Was the teaching and learning environment enhanced by District leadership's compulsion to appear muscular and relevant; while again playing loose with the truth and aware that their public statements were misleading?

Although CAUSE Leadership continues to prepare for the concept of IN-PERSON reopening, we believe it is too early. Given the dynamism of the times, we've found it unproductive to IMPACT BARGAIN upon such uncertainty. CAUSE leadership prefers to rely upon concrete data & pending confirmation(s) provided by better informed and less impulsive decision makers at the County and State level.

Perhaps more simply put, Union Leadership has too much respect for the limited time, mental energy, and physical resources available to our colleagues and District families. We choose not to squander these for the sake of political optics. We look forward to IMPACT BARGAINING a return to IN-PERSON learning when that outcome has been confirmed. Fortunately, the process allows for such a thoughtful approach.

In Transparency,

~ J. Hotchner * CAUSE President

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

**[Please feel free to visit
to CAUSE website: <http://cause2216.org/>]**

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