

CAUSE ADVISORY

CUSD Superintendent Confirms Arbitrary Approach to REOPENING Union Clarifies Next Steps

CUSD Colleagues,

Just last week, CUSD Superintendent Rigby has clarified why District leadership is not interested in convening a proactive, transparent, and collaborative **2020-21 * CUSD REOPENING COMMITTEE**. In her recent email, Ms. Rigby states:

"We did not form an exclusive Task Force as we are interested in an inclusive process with feedback from all stakeholders." ~ Superintendent D. Rigby

If you find that hard to believe, you are not alone. CUSD employees, who elected Union leadership to represent their interests, are now being told that by **not** forming a transparent, proactive, and collaborative committee of critical stakeholders, the District is somehow creating a more inclusive process.

Well, don't be fooled. How does the Superintendent's approach...

- * ... transparently share ALL data, information, and stakeholder feedback?
- * ... ensure that the feedback of ALL stakeholder groups is provided to the community of stakeholders for review and consideration?
- * ... prevent the manipulation, selective weighting, and inconsistent decisions associated with the sharing of feedback received by CUSD?

In summary, the District's approach is not designed to prioritize the safety and well-being of employees, students, and their families. Rather, it is an approach that ensures the CUSD maintains maximum legal leverage to make questionably informed, manipulated, and arbitrary decisions; often in the

name of teachers and support staff. It is an approach that places CONTROL before buy-in, sustainability, and increased public health & confidence.

Moving Forward:

With this approach, the CUSD continues to ignore the Union's many offers to link arms and work together towards a safe and well supported reopening. Instead, if CAUSE is to be included, District leadership requires the Union to play a more adversarial oversight role. Therefore:

- 1.) Union Leadership, with the assistance of our members, will now serve as "watchdogs."
- 2.) To ensure that safety and the well-being of employees, students, and their families is a priority, Union leaders and District personnel will be required to monitor, document, and transparently share/publish dangerous conditions and public health violations with both District leadership and the external agencies responsible for monitoring the District's performance.
- 3.) An important part of our oversight role is the process of **IMPACT BARGAINING**, also called **EFFECTS BARGAINING**. It is a highly legalized process designed to **respond to the District's arbitrary decisions.**

Although CAUSE Leadership recognizes that this is definitely not the proactive, transparent, and collaborative approach we encouraged, it is the only approach the CUSD has left us with. Well aware of the critical value that District employees' direct (*and unmanipulated*) insights and experience provide, we are compelled to engage in **IMPACT BARGAINING**.

Therefore, CAUSE leadership has notified the District that Union leadership will make itself available on every weekday between now and the established start of the school year. We have scheduled meetings each Monday, moving forward, with the anticipation that more will be required. More on that process (i.e. **IMPACT BARGAINING**) and how you can participate will follow shortly.

In Unity & Service,

~ CAUSE Leadership

