



Poway School Employees Association Bargaining Update No. 1

May 4, 2016

On March 31 and April 21, PSEA's Negotiation Team (Diane Zimmermann, Lynnette Turner, Linda Farmer, Yoenda Dornan, Doug Crooks and Ricardo Ochoa) met with the District, opening negotiations for our successor bargaining agreement. The mood to date is amiable and cooperative. We started the first session by working through and finalizing agreement on two outstanding issues: contracting private security for a school dance without offering the work to current Campus Security Specialists and reduction in hours of vacant positions.

With regard to contracting private security, PSEA and the District agreed that it is past practice to offer extra work, such as security at football games and dances, to current employees before hiring a private security firm such as John Jay Security. In the most recent case, the District agreed the employees affected will be compensated for the wages they missed by not be offered the work at a school dance. In addition, the District and PSEA agreed to work on permanent contract language that memorializes the practice between the parties. As to reducing vacant positions without negotiating with PSEA, the District and PSEA agreed that all future reductions in positions, whether they are vacant or otherwise, will be negotiated with PSEA before they can be reduced. Additionally back wages will be paid to the affected employees for wages missed due to reduced contracts. This agreement, however, must still be approved by the Board of Education before it will be in effect.

Both the District and PSEA presented initial proposals on March 31. The District presented proposed language changes regarding proof of insurance when employees opt out of District medical plan, clarification language surrounding evaluation requirements for employees recently reclassified, and proposed a three-year contract. PSEA put forth a proposal regarding the creation of the RESPECT Fund (for voluntary political action contributions), and the addition of the recently agreed upon MOU regarding notifying PSEA members of email access with specification about process when a Public Records Act request is the reason for access. PSEA also presented language in Article 5 (Work Year-Work Week- Work Day) on providing less-than- six hour employees with an option to work without a lunch break and end their day earlier, as well as dealing with the widespread use of time sheeting additional work hours instead of adjusting a contract to the required manpower need, and the above-mentioned language regarding offering extra work to current employees before contracting out.

On April 21, we reached tentative agreement on Article 4 – Payroll Deductions, regarding the establishment of a mechanism for employees to donate to the PSEA RESPECT Fund, a political action committee set up to support local elections (such as school board members). We came close on several other proposals, having good discussion about the parties' issues and interests. We made a proposal on Article 9 – Leaves, where we are attempting to make some changes that span several categories including updating terminology, bring uniformity of our contract language with that of the PFT bargaining agreement, reflecting consistency with current law and fixing problems with leave requests that we have experienced over the years.

The mood at the table is amiable and cooperative. We are encouraged and feel we will achieve significant improvements to our contract. We don't think this will be a quick negotiation session, however, due to the fact that we are negotiating over a new agreement (not just reopeners), we need to negotiate the terms for substitutes and limited term employees from scratch, and Tracy Hogarth will be retiring shortly. Our next session will be May 13, 2016.