



Poway School Employees Association
March 8, 2015

Negotiation Update No. 8

We have some better news to share with members from our last update on February 27. PSEA's willingness to hold the District accountable, and the resolve shown by our membership, has yielded progress in our long-stalled negotiations.

PROGRESS ON 2014-2015 REOPENER NEGOTIATIONS

On Friday, March 6, PSEA and the District finally reached a Tentative Agreement (TA) on wages for the 2014-2015 school year. As a result of this agreement, our members will receive a 1% salary increase (retroactive to July 1, 2014), and we are also guaranteed to receive any additional increase which the District might give to other units. This is what we have been asking for since November, 2014, and it is unfortunate that it took PSEA filing an Unfair Practice Charge with the Public Employment Relations Board to get the District to budge.

With the TA on Article 14 (Wages), we have now resolved all substantive disputes in the 2014-2015 reopener negotiations. We are double-checking with the District the numbers on Article 8 (Health and Welfare), and we anticipate finalizing that by Tuesday, March 10 at the latest, which would wrap up this round of bargaining. At that point, both the PSEA membership and the PUSD School Board will be asked to ratify the changes we negotiated, and we hope to have the 1% wage increase in place for the April payroll.

NEXT STEPS FOR 2015-2016 REOPENER NEGOTIATIONS

Now that we are on the verge of closing out the 2014-2015 negotiations, we can finally turn our attention to the 2015-2016 round of reopener negotiations. We have sent the District our initial proposal for it to be "sunshined" at the March 10 School Board meeting, which is a necessary first step before we can sit down with the District to bargain. As we have previously informed our members, PSEA's top priorities for this round of negotiations is to achieve parity on the District's health benefits contributions, restore staffing levels, eliminate "3+3" schedules in Special Education, and improve our sub-standard vacation accrual rate which results in too many people having to go AWOP ("Absent Without Pay") during District recesses.

*As always, our ability to win improvements for classified employees depends on having an active and engaged membership. If you have not yet signed a PSEA membership application, complete the below application and mail it to **Mary Jo Stollfuss, c/o PSEA, 13378 Poway Road, Poway, CA 92064.***

Membership Application and Salary Deduction Authorization



PLEASE PRINT

Name: _____ Employee ID No.: _____
(Full Legal Name)

E-mail: _____ Job Title: _____
(List e-mail you want to receive PSEA information)

Alternate E-mail: _____ Work Site: _____

Home Address: _____ Home Phone No.: _____

(City/State/ZIP) Cell Phone No.: _____

I hereby apply for membership in the Poway School Employees Association (PSEA), agree to abide by the governing documents of PSEA, and authorize it to be my exclusive representative for the purpose of meeting and conferring with the Poway Unified School District (PUSD) over hours, wages and other terms and conditions of employment.

I hereby further authorize PUSD to deduct from my salary and pay to PSEA the periodic dues for services provided by or through PSEA. If PSEA, **by vote of the membership**, subsequently adopts a decrease or increase in dues, this authorization shall include the then-established dues and no new authorization shall be required. I understand that this authorization shall remain in effect during any period in which I am on a leave of absence or on a 39-month reemployment list.

Signature: _____

Date: _____