**Wednesday, October 30 is wear your PSEA tshirt to show your support!**

Negotiations Update - October 28, 2019

As we reported last week in our negotiations update of October 16, the brief window of potential progress in negotiations we glimpsed in early September appears to have closed, and Management has regressed to its previous intransigent ways. Unfortunately, negotiations in this past week have been more of the same. To make matters worse, in this same period of time PSEA was stunned to find members of Management’s Cabinet twice violating basic union rights of classified employees – once by bypassing PSEA and approaching numerous employees directly to ask them to waive rights which PSEA has negotiated for them, and another time by proposing to the School Board that they unilaterally change District policy to restrict the off-duty conduct of all classified employees.

**THE LAST TWO DAYS OF NEGOTIATIONS**

PSEA and Management have met for Unit I negotiations on October 16 and for Unit II negotiations on October 22. In these negotiations, PSEA made significant movement within our position in order to move us closer to agreement in the following areas:

Unit I:   Article 7 (Vacation)

            Article 9 (Leaves)

            Article 21 (Substitute Employees)

Unit II:  Article 7 (Vacation)

            Article 9 (Leaves)

            Article 14 (Wages)

Unfortunately, Management did not reciprocate the effort. Instead, PSEA was presented with multiple “new” proposals which were essentially the same as Management’s prior proposal.

PSEA and Management were able to reach a Tentative Agreement on Article 8 (Health & Welfare) in Unit II, but this was largely due to the work the parties had already done in mid-September to prepare for Open Enrollment for the 2020 Plan Year.

**THE GAP BETWEEN PSEA AND MANAGEMENT**

At this point, PSEA and Management continue to be apart in three key areas:

Article 9 (Leaves): PSEA continues to advocate for the ability of classified employees to use their own accrued sick leave when they need to take an authorized leave to care for a seriously ill family member. Management’s current proposal, however, would exclude most classified employees from the ability to do so, forcing those employees to take the leave unpaid – despite having accrued sick leave in their bank.

Article 14 (Wages): PSEA is holding firm that classified employees should either get a 2-day reduction in their work-year with no loss in pay (consistent with what teachers just negotiated) or should have their wages increased by an equivalent 1%. Management refuses to agree to this proposal, justifying treating PSEA differently than PFT.

Article 16 (PSEA Organizational Rights): PSEA continues to insist that Management extend to PSEA the same benefit which it has extended to PFT for over a decade – namely full time release time for up to three union staff members. Management has thus far rejected this proposal outright, telling PSEA that Management is philosophically opposed to the very notion of providing PSEA with a similar benefit to PFT.

In addition, PSEA and Management continue to be apart on the following handful of articles:

Unit I:   Article 4 (Payroll Deductions)

            Article 7 (Vacation)

            Article 21 (Substitute Employees)

Unit II:  Article 4 (Payroll Deductions)

            Article 7 (Vacation)

**MANAGEMENT’S UNFAIR LABOR PRACTICES**

As mentioned above, PSEA recently discovered members of Management’s Cabinet in two separate instances of violating the union rights of classified employees. In addition, Management failed to address two other instances which PSEA brought to its attention of unilateral changes to the pay practices of employees. As a result, in the last month PSEA has filed four (4) separate Unfair Labor Practice (“ULP”) charges with the Public Employment Relations Board (“PERB”). These ULPs are in addition to the regressive behavior which Management has recently demonstrated at the negotiating table, which has had the effect of stalling our progress and impeding our ability to ratify a strong Agreement.

**WHERE DO WE GO FROM HERE?**

PSEA members have made it clear that we are ready to hold Management accountable for its treatment of classified employees. This was further cemented by the outpouring of frustration and desire to take action from the many attendees at PSEA’s Board meeting last Wednesday. Given the lack of progress at the negotiating table, it is time to specify what that means, and how far classified employees are willing to go to fight for their rights.

**To help the PSEA leadership in planning our next steps, we ask all classified employees to fill out the following survey by Friday, November 1:** <https://www.surveymonkey.com/r/56K7QQR>

Our next Negotiations sessions for Unit I are scheduled for Monday, October 28 and Wednesday, October 30. We are asking all PSEA unit members to **wear your green PSEA tshirts in support of PSEA negotiations with management on Wednesday, October 30**. Need a green tshirt? Come by the PSEA office between 8:30am-3:30pm or email [KarenBurns@PowaySEA.org](mailto:KarenBurns@PowaySEA.org" \t "_blank).

Now, more than ever, 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 card, please complete the attached Membership Application and send to the PSEA office.

In unity,

Your PSEA Negotiations Team

Unit I

Doug Crooks

Yoenda Dornan

Linda Farmer

Courtney Martin

Diane Zimmermann

Unit II

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Sandie Garrett

George Haughelstine

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