December 17, 2019

**“Q&A with PSEA” Event At The District Office a Success!**

On December 11, PSEA held a very successful “Q&A with PSEA” event at lunchtime on the courtyard of the District Office. Over 65 PSEA members (we have over 85% PSEA membership at the DO!) attended this event, and were able to get answers to their questions while showing support for PSEA. Seeing the DO courtyard awash in PSEA green was a sight to behold! Our next Q & A with PSEA is scheduled for Wednesday, January 15, 2020 from 9:00-10:30am in the Transportation Ready Room at the Twin Peaks Center.

As you may have seen, Management sent out a “Q & A” email the night before our Q & A with PSEA event at the District Office. Attached is Management’s Q & A email with all the facts. ***Site Representatives – please print and post.***

**Unit I: Mediation Unsuccessful**

PSEA and Management met for a second mediation session on December 10, but no agreement was reached. The mediator appointed by the State Mediation and Conciliation Service (SMCS) has since notified the Public Employment Relations Board (PERB) that mediation for Unit I was unsuccessful, and has requested that PERB proceed with “fact-finding” – which basically means the mediator has asked PERB to appoint an arbitrator to sit as a “fact finder” to hear both parties’ arguments about what a new Agreement should contain, and to make an expert  “fact finding” recommendation about what is a fair agreement.

If, at the end of the mediation and fact finding process, PSEA and Management are still not able to come to terms on a new Unit I Agreement, then PSEA can legally call a strike in support of our bargaining demands. In addition, and completely separate from the impasse process, PSEA also has the right, under state law, to call a strike at any time to protest Management’s repeated unfair labor practices, which it has committed both in negotiations and away from the table.

**Unit II: PERB Approves PSEA’s Request for an Impasse Determination in Negotiations**

On December 11, PERB approved PSEA’s request for a determination that negotiations between PSEA and Management for Unit II were also at an impasse. The parties are awaiting SMCS’s appointment of a mediator to work with the parties on reaching a new Unit II Agreement, and will then schedule mediation dates. During this state-supervised mediation process, PSEA and Management are asked to keep the substance of those mediation sessions confidential. While we may not be able to share the details of what happens during the mediation sessions, we will continue to keep members informed about the impact of this impasse on them, and ways in which members can support PSEA’s efforts for a fair Agreement for Unit II.

**PSEA and Management Agree To Joint Unit I / Unit II Meeting To Explore Settlement**

Your PSEA Negotiating Team is committed to exploring every possible approach to reaching a fair resolution of these negotiations. As a result, despite the fact that we are at impasse in both Units I and II, PSEA and Management have agreed to an extraordinary meeting on the afternoon of December 18 to further explore settlement possibilities, in the hopes of avoiding fact-finding for Unit I and mediation for Unit II.

**How You Can Help**

It’s great to see the sea of green every Wednesday at each site. Keep on greening on! Need a green tshirt? Come by the PSEA office between 8:30am-3:30pm or email [KarenBurns@PowaySEA.org](mailto:KarenBurns@PowaySEA.org). The support from our members, teachers and even parents has been amazing and inspiring as they show their support by wearing green every Wednesday!

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

Phil Benedict

Sandie Garrett

George Haughelstine

Courtney Martin