December 5, 2019

**Unit II Reaches An Impasse In Negotiations**

As we informed members in our last update, PSEA had decided in early November to hold off on declaring impasse in negotiations for Unit II based on some progress made on November 6 at the negotiations table. PSEA and Management have since held additional negotiation sessions on November 12 and November 18. Unfortunately, Management’s stated desire to avoid impasse and come to an agreement did not result in them making sufficient progress towards addressing PSEA’s key demands. Put simply, Management and PSEA are too far apart in negotiations to make further negotiations productive. As a result, PSEA will be filing a request with the Public Employment Relations Board (PERB) for a determination that Unit II negotiations are also at an impasse.

**Unit I: First Mediation Date Held; Second Mediation Date Scheduled**

Mediators from the State Mediation and Conciliation Service (SMCS) held a mediation date between PSEA and Management for Unit I negotiations on November 22 and scheduled a second mediation date for December 10.

**PSEA Meeting and Holiday Party Tomorrow**

Our next PSEA Meeting is tomorrow, December 6 at Second Chance Brewery starting at 5pm. We will give brief updates on two key items (PUSD Bond measure and Negotiations) and then adjourn to our holiday celebration with fellow PSEA Members.

Our next Membership meeting will take place on Tuesday, January 14, 2020 at the PSEA Office beginning at 4:45pm. All Members are welcome to attend.

In addition, we are asking all PSEA unit members to continue to wear your green t-shirts on Wednesday in support of PSEA. Need a green tshirt? Come by the PSEA office between 8:30am-3:30pm or email [KarenBurns@PowaySEA.org](mailto:KarenBurns@PowaySEA.org). *Not a fan of the tshirt style?* You can independently purchase any style of clothing with the PSEA logo (printed or embroidered) at Big Frog in Rancho Peñasquitos. <https://www.bigfrog.com/stores/san-diego-north-ca/>.

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