



Poway School Employees Association
Bargaining Update No. 3
Unit I Negotiations

April 4, 2017

Since our last negotiations update, in August of 2016, PSEA and the District have held six additional negotiations sessions for our new agreement to replace the contract that expired on June 30, 2016 for Unit I, the Office, Technical, Business Services and Paraprofessional bargaining unit.

Unfortunately, throughout those six negotiations sessions, we have only reached a tentative agreement on one additional article, Article 11 (Evaluations). Meanwhile, further progress has been hampered by the District's recent bargaining conduct. Of specific concern to PSEA:

- The District unreasonably delayed over three (3) months in providing PSEA with basic information regarding the "Fiscal IBPS" process which the District uses with PFT, and which has traditionally affected what the District offers by way of classified salary increases;
- The District recently made a regressive proposal (a proposal worse than its previous one, thereby moving us further away from agreement) regarding implementation of a new child bonding leave law; and
- The District has to date refused to remedy its illegal changes regarding vacation accruals and hourly sick leave rights, which has resulted in the Public Employment Relations Board (PERB) issuing two formal complaints against the District.

As a result of these actions by the District, which taken together could be interpreted as a lack of good faith bargaining, PSEA has been stymied in our ability to reach agreements with the District over "financial" items to negotiate (wages, health & welfare, restoration of hours and positions), as well as over our contractual provisions regarding vacations, leaves, and hourly employees.

NEXT STEPS

The PSEA Negotiation Team is scheduled to meet again with the District on April 21, and we will press the District's negotiating team to change its approach and remedy the District's recent illegal behavior, so that we can finish negotiating a contract that reflects the worth and contributions of classified employees.

Meanwhile, the District welcomed a new Superintendent, Dr. Marian Kim-Phelps, this past Monday. We are heartened by the fact that, when the School Board approved her contract in early March, Dr. Kim-Phelps went out of her way during her prepared remarks to acknowledge the importance of classified staff. And we are pleased that Dr. Kim-Phelps has accepted our invitation to attend the next PSEA Board of Directors meeting, on April 17, to address the PSEA leadership and membership. We are cautiously optimistic that new leadership at the District will translate into substantive changes at the negotiating table and in our agreements with the District.

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 card, be sure to contact your PSEA Site Representative, or call the PSEA office at (858) 842-4980.

To accommodate the anticipated membership interest in Dr. Kim-Phelps' attendance at the April 17 PSEA Board of Directors meeting, we have moved the location to the Community Room at the District office, and have moved up the start time to 4:30p.m.