

## **PSEA NEGOTIATIONS UPDATE – MAY 26, 2022**

### **PSEA and Management Meet for SIXTH Negotiation Session Over Expiring Agreements**

On May 24, your PSEA Negotiations Team met with Management for our sixth negotiation session concerning the successor Agreements to the Unit I and Unit II Agreements which expire on June 30, 2022. Our negotiation session was scheduled for three (3) hours.

Below is a summary of these negotiations:

- The session began 42 minutes late due to Management's request for more time to prepare.
- PSEA and Management were scheduled to negotiate the Juneteenth 2022 holiday, which occurs on June 20. When negotiations started, Management informed PSEA that it was not ready to discuss how Juneteenth is going to be handled this year despite having committed to discussing it at this session.
- Management presented PSEA with four (4) counterproposals it had prepared, and PSEA presented Management with two (2) counterproposals.
- After the counterproposals were exchanged, Management spent nearly an hour in caucus.
- After the lengthy caucus, Management informed PSEA they needed more time to prepare the counterproposals they were working on. PSEA, informed Management that we were prepared to present two (2) more counterproposals. However, due to the lack of time, PSEA was unable to present these additional counterproposals.
- PSEA and Management were able to reach a Tentative Agreement on one (1) Article in each Unit. The agreed-upon changes to the Article on which we reached a Tentative Agreement (Article 4 – Payroll Deductions in both Unit I and Unit II) involved updating the language of the Agreements to reflect current practice and legal developments, but no significant changes.

To date, PSEA has presented 27 proposals to Management and Management has presented PSEA with 22 proposals. In nearly every one of the six (6) negotiation dates so far, Management has spent more than half of the negotiations session in caucus rather than at the table negotiating with PSEA. We have only been able to reach Tentative Agreements (TAs) on two (2) Articles per Unit. Those TA'd Articles are:

- Unit I: Article 4 (Payroll Deductions); Article 18 (Personnel Files)
- Unit II: Article 2 (Recognition and Negotiation Procedures); Article 4 (Payroll Deductions)

### **WHAT'S NEXT?**

On June 1, PSEA returns to the negotiating table with Management for five (5) hours in our last scheduled negotiation date before our Agreements expire on June 30. The Parties plan to continue negotiating over the following Articles in both Units:

- Article 6 (Holidays)
- Article 9 (Leaves)
- Article 10 (Transfer Procedures)
- Article 11 (Evaluation Procedures)

We also hope to finally hear from Management on how PUSD is going to handle Juneteenth this year (which falls on June 20), given PSEA's position that President Biden's declaration of it as a national holiday means that it is now a paid holiday under our Agreements – and that our Members who work on Juneteenth are therefore entitled to additional compensation. We will also be discussing additional

negotiation dates to finalize these negotiations as quickly as possible. At this point, however, it is a certainty that negotiations will continue into the Fall.

The Articles that the Parties have been unable to start negotiating, due to Management's delays, include:

- Article 1 (Definitions)
- Article 5 (Hours of Employment)
- Article 7 (Vacation)
- Article 8 (Health and Welfare Benefits)
- Article 14 (Wages)
- Article 15 (Layoffs)
- Duration (Article 22 in Unit I / Article 20 in Unit II)

Unit Members are frustrated and **organizing a rally on June 2, 2022 at 5:30pm to support expedited negotiations with Management.** [CLICK HERE FOR MORE INFORMATION](#) AND TO RSVP. Organizing leaders are also reaching out to all that signed up on the last Google form desiring to rally. Pick up your sign for the rally at the PSEA Office on Tuesday,

Thank you to all that have sent pictures supporting PSEA green day! Karen is working hard to support the demand of tshirts that keep coming in. If you need a green tshirt, please email her at [KarenBurns@PowaySEA.org](mailto:KarenBurns@PowaySEA.org).

PSEA is receiving questions from Members about whether it is legal for Management to retaliate against us as Members increasingly mobilize and speak up about their workplace concerns. The answer is NO! California law (the Educational Employment Relations Act) explicitly protects our right to speak up about our working conditions and protest Management's bad faith in negotiations. We have had reports that some supervisors are trying to intimidate PSEA Members for speaking up in hopes that they can prevent our unity efforts. There are two additional factors which protect us all: 1) we have strength in numbers; and 2) our Union, PSEA, will do what it takes to defend our Members from any retaliation. If any supervisor or management does anything to discourage you, intimidate you, threaten you, or retaliate against you for speaking up in support of PSEA, please let PSEA know right away.

PSEA continues to actively explore all its options – at the negotiating table, in the workplace, at the Public Employment Relations Board, and in the community to support the needs of our Members.

In the meantime, encourage your coworkers to attend the rally on June 2 @ 5:30pm wearing green!

In unity,

Your PSEA Negotiations Team

*Doug Crooks*

*Beatriz Cruz-Rivera*

*Sandie Garrett*

*Courtney Martin*

*Tyler O'Connor-Hoy*

*Diane Zimmermann*

