

May 3, 2022 – PSEA Negotiations Update

PSEA AND MANAGEMENT MEET FOR SECOND NEGOTIATION SESSION OVER EXPIRING AGREEMENTS

On April 26, your PSEA Negotiations Team met with Management for our second negotiation session concerning the successor Agreements to the Unit I and Unit II Agreements which expire on June 30, 2022.

Our negotiation session lasted three (3) hours. PSEA came prepared to this negotiation session with ten (10) different proposed Articles to present – five (5) in each Unit. At the prior negotiation session on April 6, Management told PSEA they would come prepared to this session with four (4) proposals.

Below is a summary of these negotiations:

- PSEA presented Management with the eight (8) proposals it had prepared, Management presented PSEA with two (2) proposals.
- Management spent almost half of the negotiation session in a caucus discussing amongst themselves rather than at the negotiating table with PSEA.
- PSEA and Management were able to reach a Tentative Agreement on one (1) article. The Article on which we reached a Tentative Agreement (Article 2 – Recognition and Negotiation Procedures in the Unit II Agreement) involved a minor non-substantive change to wording.

The parties are scheduled to meet again on May 4 and May 5 for a total of eight and a half (8.5) hours. Management indicated it would present PSEA with counterproposals on six (6) Articles, and PSEA committed to present a counterproposal on the two (2) Articles that Management presented on April 26. PSEA asked Management whether it would also present the two (2) new proposals that it had indicated on April 6 it would be prepared to present on April 26, but Management did not commit to presenting these proposals this week.

To date, PSEA has presented 13 proposals to Management, whereas Management has presented PSEA with eight (8) proposals. Further, over both negotiation dates, Management has spent more than half of the negotiations to date in caucus rather than at the table negotiating with PSEA. The Parties have only been able to reach Tentative Agreements on one (1) Article per Unit – both of which involved only minor changes to wording.

At this point, PSEA and Management only have five (5) more negotiation sessions (totaling 20 hours) scheduled before the Agreements expire on June 30. If the District is serious about negotiating with PSEA in good faith for successor Agreements that address our Members' priorities, Management will need to start coming to these negotiation sessions prepared to make faster progress.

The most effective way to hold Management accountable to its obligation to negotiate in good faith so we can secure the wage increases our Members deserve, is by having an active and engaged PSEA membership. We therefore want to ask all Members to show your support for your Negotiations Team by **wearing your PSEA gear every Friday until further notice**. We have additional green PSEA shirts, as well as PSEA lapel pins and lanyards for people to wear (or, for bus drivers, with their uniforms). Please contact the PSEA office to pick yours up today. If you want to find out how you can get more involved in supporting the PSEA Negotiating Team, come to the **PSEA Member Organizing Meeting on Thursday, May 5, 2022**. Meeting details are above.

As always, if you have not yet signed a PSEA membership card, please complete the attached Membership Application and bring it to the PSEA office.

In unity,

Your PSEA Negotiations Team

Doug Crooks
Beatriz Cruz-Rivera
Sandie Garrett
Courtney Martin
Tyler O'Connor-Hoy
Diane Zimmermann
