



159 E 4th Street Pittsburg, CA 94565 (925) 432-0199

https://peateachers.org  
#WeArePEA #WeAreCTA

Standing up for student success!



# ⚡ PEA Flashpoints ⚡

Bargaining Session #3: Wed, 10/18/23

## WHO IS ACTUALLY STANDING UP FOR STUDENT SUCCESS?

	PEA	Management
Prepared to bargain?	Yes	No
Proposed safety language for students?	Yes	No Response
Proposed sufficient time for teachers to grade student work?	Yes	No Response
Interested in getting community's voice for community schools?	Yes	Doesn't think it needs to be bargained
Interested in getting educators a livable wage?	Yes	No

### PEA Proposals

#### Article 7: Leaves

- Increase the days of sick leave requiring a doctor's note to increase from 3 to 5 days
- Increasing the days entitled for bereavement leave
- Change out-of-state travel for bereavement to travel greater than 250 miles
- Add a policy to appeal the rejection of bereavement leave
- Include a child lost to miscarriage or stillbirth to bereavement

### PUSD Response

#### Article 7: Leaves

- No increase of days of sick leave requiring a doctor's note
- No increase to the days entitled for bereavement
- Change out-of-state travel for bereavement to travel greater than 350 miles
- No addition of an appeals process for the rejection of bereavement leave
- Include a child lost to miscarriage or stillbirth to bereavement
- Added failed adoption, failed surrogacy, and unsuccessful assisted reproduction to personal necessity leave.

## PEA Proposals (cont'd)

### **Article 9: Transfers and Reassignments**

- Vacancies should include part-time positions to transfer to.
- Use seniority as a metric to grant transfers and reassignments.
- Compensation for mileage for moving between school sites.

### **Article 11: Safety Conditions**

- Immediate removal of a student that poses a physical threat and/or assaults, is under the influence of drugs or possess a weapon

## PUSD Response

### **Article 9: Transfers and Reassignments**

- Asked questions. No response.

### **Article 11: Safety Conditions**

- No response

### **Article 13: Salary**

- Still no response

### **Article 6: Hours of Employment**

- Still no response

**AFTER MANAGEMENT SEES OUR BARGAINING UPDATE, WE ARE SURE THEY WILL TELL YOU THEIR STALLING IS TO GET THE DISTRICT FISCAL SOLVENCY. HOWEVER, THE TRUTH IS THAT EVERY YEAR THEIR STORY HAS THE SAME PLOT:**

- **NO MONEY**
- **SPENDING AT A DEFICIT**
- **COUNTY IS HINDERING THEIR ABILITY TO MAKE AN OFFER**
- **CONCERN ABOUT FUTURE BUDGETS**

**SAME STORY, DIFFERENT YEAR!**

**THE CONCLUSION TO THE DISTRICT'S TALE IS ALWAYS MORE MONEY IN THEIR ENDING BALANCE!**

**PEA WILL CONTINUE TO STAND UP FOR STUDENT'S SUCCESS!**

**PLEASE PAY ATTENTION TO THE ORGANIZING ASKS. WE WILL PROBABLY DECLARE IMPASSE IN NOVEMBER.**

What is  
**impasse?**

Impasse is when both parties cannot reach an agreement and must move on to mediation.

For all previous flashpoints, refer to the [PEA website](#)