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Standing up for student success!





PEA Flashpoints 3

Bargaining Session #6: Thursday., 11/16/23

IMPASSE!

Your PEA Bargaining Team met with representatives from District management today for the sixth time. After exchanging proposals but *still* not receiving a salary offer we had no choice but to declare **IMPASSE**. We will keep you informed of the impasse/mediation process as it unfolds. It is more important than ever for every PEA member to wear your shirts and attend those meetings. Inform your colleagues of the status of negotiations and to remain updated on future actions.

When we show up, we win!

Accepted language

PEA Proposals

Article 7: Leaves

• Tentative Agreement! See attached.

Article 11: Safety Conditions

 Students who are possibly under the influence pose a safety concern that requires a process with administration.

Article 27: Special Education (NEW!)

- Define components of special education.
- Clarify mild/moderate and moderate/severe assignments for Special Day Class (SDC) teachers.
- Cap preschool SDC classes, Resource Specialist Program (RSP) teachers' caseloads, and SDC caseloads.
- Give RSP and SDC teachers more time to complete paperwork and to collaborate with Gen Ed teachers.
- Ensure equity in special education teacher workload across a site.

PUSD Responses

Article 7: Leaves

· Tentative agreement! See attached.

Article 9: Transfer and Reassignment Procedures

- Will not use seniority as a priority to grant transfers and reassignments.
- Requests for transfer remain active until transfer is filled or until June 30 of that school year.
- Known vacancies for the following school year emailed to tenured unit members as soon as they become available and to all members by March 15.

Article 11: Safety Conditions

 If a student commits a physical threat in the classroom, the teacher may request the student be immediately removed.

LABOR NEGOTIATION PROCESS

Sunshining

Approval of bargaining proposals in an open (public) meeting of the Board of Trustees.



Bargaining

Management and labor attempt to reach agreement.



Mediation

PERB appoints a mediator from the State Mediation & Conciliation
Service (SMCS). The mediator works with both parties to reach an agreement. If an agreement cannot be reached, the mediator refers the parties to fact-finding.



One or both parties petition the

<u>California Public Employment</u>

<u>Relations Board (PERB)</u> to certify impasse (the parties cannot come to agreement on their own). If PERB certifies an impasse, the negotiations go to the next stage.



Fact-Finding

A panel of three (one neutral and one representative from each party) review the proposals, reasoning and receive supporting documents. Parties may reach agreement. If not, the fact-finder releases a report.

Fact-Finder's Report

Findings that may be used to reach an agreement. The report remains confidential for 10 days. After that, the report is made public. During this time, or at any point after, the two parties may reach agreement.

Last Best and Final Offer

If no agreement can be reached, the university may impose its last offer at the bargaining table.

At this stage in the process, the labor group may engage in concerted activities, including strike action.

