



159 E 4th Street Pittsburg, CA 94565 (925) 432-0199 <https://peateachers.org>

#WeArePEA #WeAreCTA



Standing up for student success!

Monday, September 9th, 2024

To the PUSD Negotiations Team:

My name is Russell Lu and I am the co-chair for the PEA Bargaining Team. This is my ninth year in the district as a high school chemistry teacher, having taught at both high school sites, Black Diamond High School and Pittsburg High School. I was raised in San Francisco in the 1990s to an immigrant and blended family while navigating subsidized resources with them to achieve a better quality of life, all while merging into community spaces as a queer transgender man. I write this to express the commitment the PEA Bargaining Team has to, first and foremost, the Pittsburg Unified students and community; we come to the bargaining table this 2024-2025 cycle to protect and advocate for our youth and to progress our working conditions for the people who work directly with our youth. The educators you see at this table are our youth.

I have the honor of working with a team of six other incredible educators who represent more than 600 incredible members in our union. Our educators understand the context and parameters of public education in the United States. We come back to communities like Pittsburg because we understand how inequities exist in education and have become sewn through every other capitalistic institution in the country.

As families, educators, and communities, we have a shared responsibility to ensure that every student, especially those marginalized by race, ethnicity, gender identity, sexual orientation, religious background, income and wealth, and ability, and all the intersections of these marginalizations, have the joy, justice, and excellence they need and deserve.

In this cycle, you will be hearing our tireless defense for the common good - something that may feel like it leaves the table as we discuss the nuances of what occurs inside and outside of the classroom for our students. On behalf of the Bargaining Team, I firmly remind Management that these defenses ultimately boil down to who matters the most: our students, our families, and our communities.

We are hopeful to have a collaborative and successful negotiations cycle this year and shall remain committed to bargaining in good faith. Welcome to the team, Dr. Kahn and Mr. Chamberlain, and welcome back Mr. Molina, Mr. Haria, and Mr. Roy Combs.

Respectfully,
Russell N. Lu



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**Pittsburg Education Association Education Association
Pittsburg Unified School District**

**Bargaining Ground Rules Proposal
2024-25
September 9, 2024**

To maintain a positive relationship between the Association and the District, the teams agree to the following ground rules throughout the 2024-2025 negotiations:

1. Both teams will be punctual and come prepared to bargain.
2. Sessions will end on time, unless both teams agree to continue bargaining.
3. Requested materials will be brought to the next bargaining session, unless another timeline has been set
4. Teams will show respect to each other and act in a professional manner.
5. Before the close of each bargaining sessions, dates for the next bargaining session(s) will be set, if possible.
6. All proposals and counterproposals will be in writing and will be identified by the team presenting the proposal and dated. A copy of all written proposals shall be provided to each bargaining team member.
7. Upon the request of either party, items may be discussed before receiving a written proposal.
8. All tentative agreements will be in writing and will be signed and dated.
9. Each team agrees to support all tentative agreements.
10. Cell phones shall be kept on silence or vibrate.
11. Both Parties shall communicate with constituents as each party deems necessary.
12. Each party shall have the right to call a caucus at any time the party deems necessary. As a courtesy, each party may inform the other party of an approximate time needed for each caucus.
13. When agreed by both parties, and necessary, virtual bargaining online may occur for 24/25 school year.

Russell Lu, PEA Bargaining Chair

Zachary Kahn, PUSD Assistant Supt./Human Resources

Date: _____

Date: _____