

IMPASSE INFORMATION UPDATE

May 5, 2010

A publication created to keep Twin Rivers classified employees updated about progress toward a new contract.

The Twin Rivers USD Negotiations Team filed for and the California Public Employment Relations Board (PERB) agreed that the TRUSD and California School Employees Association Chapter #1717 negotiations teams are officially at impasse.

What is impasse?

Impasse means that PERB believes that the negotiations between Twin Rivers and CSEA representatives are stalled and a third party should be brought in to help focus on important issues and find common ground.

What does impasse mean?

It means that a third party will be brought in to try to mediate between Twin Rivers and CSEA representatives to help the negotiation teams reach a common agreement on the contract.

How many times did the teams meet to try to reach agreement on issues?

The negotiations teams met 99 times during the past two years (51 times on the contract.)

Did CSEA negotiators have to participate on their own time?

Twin Rivers provided paid release time during working hours for all CSEA negotiating employees for each of the meetings.

What has the delay in getting a contract cost employees?

- **Taking 0 Furlough days** - if CSEA representatives had agreed to the same level of furlough concessions as the other TRUSD groups (certificated, management, and police), they would have taken 3.5 days this year instead of having to add those days to furlough days next year to match other employee levels (8.5 days over two years for 12 month employees).
- **Continuing higher cash-in-lieu of benefits payments to some employees** - if CSEA representatives had agreed to the same level of cash in-lieu of benefits payments as the other TRUSD groups, they would all have received \$100 per month instead of the various levels (\$100, \$350+, \$450+) and that would have saved more than \$500,000 in this school year. That amount covers about 11 classified positions.
- **Not getting a contract agreement** in 2009-2010- if CSEA representatives had reached agreement on a contract as early as the other TRUSD groups, they would have been negotiating in a better economic environment. The State education budget has continued to worsen over the past two years. As a result, there are fewer resources available to offer at this point. The May State budget revise could mean even more cuts to education, so the longer that the contract remains unsettled, the more likely that classified employees could be affected.

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Is there any other news for classified staff?

The negotiations teams were able to reach agreement on other issues and created a Memorandum of Understanding that will mean that **Twin Rivers will be able to send 80 less layoff notices to our classified employees this spring.**

What happens next?

If the mediator is unable to help the teams reach agreement, negotiations will move into what is called, "Fact Finding." A fact-finding panel will review the financial information available and provide both teams with a report. At that point the teams will meet one more time.

Would there be any movement on the contract during this time?

Twin Rivers is willing to participate in good faith negotiations and is hopeful that the two teams will continue to make progress. It is possible that an agreement could be reached during impasse.