

IMPASSE INFORMATION UPDATE #3

May 19, 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. 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 happened at the May 17 meeting?

Twin Rivers and CSEA negotiations teams met with the mediator and were able to come to agreement on one Article (18), which covers employee leaves.

Are there additional meetings scheduled?

Twin Rivers negotiators offered additional meetings any day or time and as often as needed to agree on a contract prior to June 30. Although the mediator was also available, CSEA did not agree to meet again until June 9.

What happens if there is no contract in place by June 30?

The 2010-2011 budget is built with 8.5 furlough days for 12 month classified staff and a \$100 cash in-lieu payment for *all* applicable staff. **If there is no contract in place by June 30, there will need to be additional employee cuts to make up the budgetary difference in projected furlough days and higher cash in-lieu payments for some employees.**

What will happen if there is a delay in getting a contract?

For every two months that the cash in-lieu and furlough day savings are not achieved, it will create a financial gap in the budget of \$272,000. That is the equivalent of additional lay offs of 5.65 full time classified employees every two months. That could mean an additional almost 34 positions lost next year.

What concessions are other area school district employees taking?

Elk Grove USD

- EGUSD is asking all employees to take seven furlough days next school year and to agree to a salary freeze.

San Juan USD

- San Juan Unified's seven employee groups, including teachers, restructured their health benefits plan to save \$2.6 million this year and \$4 million next year.

Natomas USD

- Classified staff members are taking 24 furlough days over two school years.

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What concessions have happened at Twin Rivers?

2009-2010 Furlough Days volunteered by the following groups:

4 days	Twin Rivers cabinet members
3.5 days	Twin Rivers police
3.5 days	Twin Rivers managers
3.5 days	Twin Rivers teachers
3.5 days	Twin Rivers confidential
0 days	Twin Rivers classified

What has the delay in reaching agreement on a contract cost classified 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.

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.

Could 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. Our negotiators will meet any day or time that the mediator and CSEA will make available so that classified jobs can be preserved. It is possible that an agreement could be reached during impasse.