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October 4, 2018

# Bargaining Brief

## **Picking Up Where We Left Off**

The teams returned to the table on September 27th from 8am - 4pm to continue bargaining our contract for this school year. It is unusual to start the year without a contract, and we are hoping the District team feels the same urgency our members and team do to get the job done!

## **Tentative Agreements Reached**

### Article 1: Recognition

The teams agreed to revert to current contract language. The HEA team decided to drop proposed language that would have redefined long term subs, choosing instead to focus time and energy pushing for changes that would benefit our current members.

### Article 3: Member Rights and Responsibilities

Both teams worked to clarify both due process and the complaint procedure, making it easier for both members and administrators to understand and follow while still preserving members' protections. HEA also secured new protections by adding language, ensuring members will not be required to respond to any informal allegations without first knowing their nature and being given a chance to respond. Members will also be given reasonable notice before meetings with any complaining parties are scheduled, giving them time to recall the events and prepare their thoughts.

## **Still Talking**

### Article 8: Leaves

The teams have been creating a list of who should be covered by the sick leave provisions in the contract. HEA's proposal continues to include siblings of the employee, while HSD's did not. The Union also continues to fight to include aunts and uncles in the list of family covered by the 5 days of bereavement leave currently in the contract. The District did agree to allow one day of bereavement for family members not considered immediate family, but HEA wants members to be able to designate a person as significantly important, recognizing that close personal relationships are often outside of the traditional definition of family.

HEA's proposal also included language around personal days. We know how valuable member's personal days are to them, and have proposed adding an additional personal day (totaling two per year) with the ability to carry over a total of four. With the increase in stress and workload, the Union also proposed allowing two sick days per year be used for personal reasons. When presented with this, the District expressed concerns that classified currently have no official personal days and worry over the cost. We look forward to hearing their responses at the next session.

## Still Talking....Continued

### Article 5: Member Absences

While both sides agreed on language around posting for substitutes, the teams are still in disagreement about emergency inclement weather closure. The district presented the same language as their April 16th proposal, allowing them to make up all days schools are closed due to emergency/inclement weather. The Union continues to hold that the past practice of waving up to two inclement weather days should be codified in the contract. This remains a major sticking point.

### Article 9: Vacancies and Transfers

Both sides agrees to some date changes in the transfer process, and the District did agree to HEA's language that provides requested professional development to anyone involuntarily transferred to a new grade level or area of endorsement. Our counter in the afternoon also extended that benefit to those transferred to schools with specific school wide programs, and the District seemed open to that. Those that are involuntarily transferred to a new building or classroom do get up to two days to prepare for the new assignment. HEA contends that such time should be based on the time needed rather than left up to the discretion of the administrator as the current language states. Finally, we continue to look for ways to support internal candidates.

## Next Session

The teams will meet again on October 15 at the HEA office. The session will be our longest to date - 9am - 7pm - so we are hoping to make some real progress! To help assure that happens, we encourage you to stop by after work - your presence shows that members want a fair contract - NOW!

## Your Bargaining Team:

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