NCETA BARGAINING UPDATE

Issues in Bargaining #1

"What is happening at the table?"

The short answer? NOTHING!

When members voted to ratify our last contract, a key provision was that NCETA and NSD would return to the table to bargain salary, benefits, and up to 4 other articles for 2017-2018. NCETA leadership spent last school year meeting with members and analyzing survey results to determine bargaining priorities. **We discovered that in addition to being fairly compensated, our members are most concerned about workload and authentic voice in district decision-making. Our bargaining proposals address those priorities.**

Our team drafted initial proposals in January 2017, and per contract, sunshined in February 2017. Despite numerous requests to former HR Director Cindy Frazee, the NSD refused to sunshine their proposals, 0% salary or benefits increase, until May 2017. If they knew they were going to propose 0%, why wait? The answer is to delay bargaining. **The longer NSD puts off coming to the table, the easier it is for them to hold our health benefits hostage and force concessions.**

Our teams finally met for the first time in late August 2017. NCETA came prepared to bargain, and passed all of our initial proposals to NSD. **They refused to provide any counter proposals, and wasted an entire day.**

In our second session, we were hopeful that we would receive four counter proposals, and gain some momentum. **To our dismay, NSD came unprepared and unwilling to bargain.** They stuck to their initial 0% on salary and benefits, and declined to consider any meaningful changes to address concerns over workload and decision-making. To make matters worse, they cancelled our next date, and we had to threaten an unfair labor charge to get other dates calendared! **More delays and wasted time!**

At this point, our team was alarmed by NSD's behavior. **Yet, we tried to remain optimistic that the new HR Director, with support from the Superintendent, would take charge and come prepared to negotiate at our next session. Unfortunately, we were disappointed again.** Not only did the district refuse to budge on salary, they countered with a measly $200 towards the benefits cap. They have still not provided a substantial counter to address workload and decision making, and even refuse to align outdated language on catastrophic leave with correlating board policy that has been in place since 1999!

With each intentional delay, we come closer to a bargaining crisis that pits the looming benefits increase against our frustration over an ever increasing workload that we are powerless to address through meaningful consultation. With only one more date scheduled, it will take unity, solidarity, and power to prevent a bargaining showdown! **Be ready!**

Next bargaining date 10/5/17.

Be ready for next steps to support the NCETA team!