



*A Union of Professionals*

# CONTRACT BULLETIN #3

East Aurora Council / Local 604

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**Negotiation Meetings.** The Table Team (TT), namely, the President, Vice-President I, Vice-President II, Vice-President III, Treasurer, Secretary, and attorney, have met with the administration four times to discuss proposals: 2/7, 2/14, 2/21, and 2/26.

On **March 3** from 9 AM - 1 PM, the Big Bargaining Team (BBT) (building representatives and volunteers who represent support staff and office staff) and the Table Team had a meeting. The following proposals were discussed:

- **9.13 Class Materials and Use of Building Equipment** - Big Bargaining Team APPROVED\*.
- **9.14 Lesson Plans** - Big Bargaining Team APPROVED.
- **11.1 Discipline and Discharge** - Big Bargaining Team APPROVED
- **Article XVI/XXI Evaluations** - Big Bargaining Team provided feedback but proposal not approved in current form. Will be brought back to negotiations.
- **Vacancies and Transfers** - Big Bargaining Team provided feedback but not approved in current form. Will be brought back to negotiations.

\* APPROVED items will be brought back to the bargaining table for tentative agreement by both sides.

### **PROPOSAL PROCESS CLARIFICATION**

- Proposals were created using the feedback received from members via surveys, emails, and one-on-one discussions.
- They were line-by-line work shopped by the Big Bargaining Team, the Table Team, and our attorney. After changes and refinement, the proposals were voted/approved for negotiation.
- Only language proposals were created, no financial proposals are being discussed at this time.
- During the first four negotiation meetings, our union council presented our proposals, and the administration presented theirs.
- Once a specific proposal has reached the status of "tentative agreement" -- meaning, both sides have put the proposal into the "done" file (until such time that the entire contract will be voted on by our members) -- we will begin releasing some of the details of those proposals to our members (under advisement by our attorney and Table Team).
- If a proposal our union council views as non-negotiable is being blocked by the district, specifics about that proposals may be released to our members so that they, and the community, can advocate in its favor.

### **CONTRACT ACTION TEAMS (CATs)**

- The Big Bargaining Team met with an Officer from the Communications Team of the Chicago Teachers Union to discuss CATs.
- CATs are one of the ways to connect our union leadership to the members. It is how we bridge the divide, and provide members a role and a voice. It can make the difference between an active and a passive union membership.
- Your building union rep(s) will be organizing a CAT team at your location. Please volunteer to your rep to

help unite your building to support our union council negotiators. We all are working together for a fair outcome to our next CBA.

#### **FOR YOUR INFORMATION**

- You have the right to wear union buttons and shirts, and to display stickers and signs in/on your car.
- Public sidewalks, even on the school side of the street, can legally be used to promote union activities, including talking to parents, holding signs, and chanting. The first amendment protects your right to free speech.
- Union materials can be posted, disseminated, and discussed in copy, lunch, and break rooms. You can discuss union matters with co-workers during lunch as well as before and after school.
- Labor law prohibits retaliation for union speech and organizing.

#### **ACTS OF SOLIDARITY**

- Acts of solidarity are essential because they show that we are united behind our negotiators.
- Wear your union button on Wednesdays. If you don't have one, talk to your building representative.
- Wear blue or your union shirt on Fridays. Our union shirts are coming soon!

#### **CONSTITUTIONAL AMENDMENT**

- On Tuesday, February 27, our membership voted on a proposed change to our existing Council Constitution. That change established and defined the role and responsibility of the Newsletter Chair and also modified the method for selecting our Council Senators. They will now be appointed to office. The new method

for selecting Senators now allows us to solicit candidates and confirm them by a majority vote of the Executive Board (Building Representatives).

- The change made to the position of Senator was suggested by our Local 604 leadership (Crest Hill) to move those serving members to a non-taxable status within our Council. This means that the Senators now will receive 100% of their stipend, and our treasurer will have fewer tax responsibilities to file in the future.
- The amendment was passed and verified by a vote of 681 to accept and 89 to reject. These modifications will take place this month.

#### **NEXT MEETINGS**

- The Table Team will meet with administration to continue negotiations on the language sections of the contract March 14, 21; and April 3, 10, 24. These will be four-hour sessions.
- We will be having our next Council meeting on March 22 from 3:45 PM - 5:30 PM. This meeting will be open to all our members.

#### **QUOTE**

"Community is everyone working together" -- East Aurora Council