**Wednesday, October 30 (tomorrow) is wear your PSEA tshirt to show your support! Click here to take the survey**: <https://www.surveymonkey.com/r/56K7QQR>

October 29, 2019

**Unit I Negotiations between PSEA and Management Are At An Impasse**

After our update went out yesterday, PSEA had another negotiation session with Management for Unit I. As a final effort to make progress towards a new Agreement, PSEA made additional significant modifications to some of our proposals at this negotiation session. Unfortunately, Management rejected out of hand our revised proposals – despite previously having indicated it would be open to the approach we proposed – and declared that it would not budge from its position.

Faced with no choice, given Management’s continuing bad faith and illegal conduct, PSEA informed Management that we are at an impasse in Unit I negotiations, and that we will be filing a request today with the Public Employment Relations Board to appoint a state mediator to work with the parties on reaching a new Unit I Agreement.

While PSEA and Management have had some ups and downs in the last 9+ years, this impasse in Unit I negotiations marks a new low in labor-management relations at PUSD.

**What Does “Impasse” Mean?**

Under state law, when negotiations reach a stalemate that the parties cannot overcome themselves, either party (or both) can file a request with PERB for it to declare the existence of an impasse. Once PERB finds an impasse exists, it will appoint a mediator to work with both sides to see if there is a way to overcome the deadlock. In order to maximize the chances of mediation being successful, both parties are required to maintain the confidentiality of what is discussed in mediation.

If mediation proves to be unsuccessful, the mediator will then “certify” the parties to “fact finding” – which basically means the mediator will ask PERB to appoint an arbitrator to sit as a “fact finder” to hear both parties’ arguments about what a new Agreement should contain, and to make an expert  “fact finding” recommendation about what is a fair agreement.

If, at the end of the mediation and fact finding process, PSEA and Management are still not able to come to terms on a new Unit I Agreement, then PSEA can legally call a strike in support of our bargaining demands. In addition, and completely separate from the impasse process, PSEA also has the right, under state law, to call a strike at any time to protest Management’s repeated unfair labor practices.

**What Does This Mean For Unit II?**

PSEA’s request today to find the existence of an impasse in negotiations technically only applies to Unit I. PSEA has an upcoming negotiation date for Unit II, and while it is theoretically possible that Management will see the error of its counterproductive ways in Unit I and negotiate in good faith with Unit II for a new Agreement, we do not hold out much hope for this.

If PSEA and Management also soon find themselves at an impasse in Unit II negotiations, the same process described above would apply.

**Where Do We Go From Here?**

While PSEA will not be able to share the details of what happens during the mediation sessions, this will not stop us from mobilizing for a fair contract, nor from organizing to put a halt to Management’s unfair labor practices. Yesterday, PSEA released a survey of our members to help plan our next steps, and the response in just the first 24 hours has been overwhelmingly supportive of PSEA holding Management accountable.

We are asking all classified employees who have not already filled out the following survey to do so by this Friday, November 1: <https://www.surveymonkey.com/r/56K7QQR>

In addition, we are asking all PSEA unit members to wear your green t-shirts in support of PSEA on Wednesday, October 30. Need a green tshirt? Please email [KarenBurns@PowaySEA.org](mailto:KarenBurns@PowaySEA.org).

In the coming weeks, we will be releasing additional information to classified employees about potential next steps, and about ways in which you can show your support for PSEA.

Now, more than ever, our ability to win improvements for classified employees depends on having an active and engaged membership. If you have not yet signed a PSEA membership card, please complete the attached Membership Application and send to the PSEA office.

In unity,

Your PSEA Negotiations Team

Unit I

Doug Crooks

Yoenda Dornan

Linda Farmer

Courtney Martin

Diane Zimmermann

Unit II

Phil Benedict

Sandie Garrett

George Haughelstine

Courtney Martin