

# Changes in Bargaining You Should Know About!

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The Collective Bargaining Agreements for all SEA units will expire on August 31, 2012. This upcoming expiration date gives SEA an opportunity to bargain needed changes and improvements to these agreements.

In the past, all units bargained together. While this was a good process, some groups felt that their particular issues weren't addressed. To combat this, the SEA and Spokane School District have agreed to change the process by which we negotiate.

Each unit will have their own bargaining team. The SEA teams have already been appointed by SEA President Jenny Rose. These teams will take the issues identified by our members in each unit and write proposals, or potential solutions, and present them to the district. The District will then create counterproposals. Counterproposals, in this case, are the District's idea of a good solution to the problems presented by the SEA. We will proceed back and forth through this process of proposals and counterproposals until we have a solution.

SEA will be bargaining issues that have been identified and determined important by our members. We are using several information gathering techniques to determine the issues, prioritize them, and double check that we have them right.

1. The SEA has been conducting one-on-one conversations. To date, we have completed over 500. While these meetings are opportunities for SEA to connect with our members, they also gave us a chance to learn about the stresses faced by our members at work.
2. The SEA is also in the process of having 10 bargaining listening sessions. Through these meetings we are gathering more firsthand knowledge of the pressures faced by our member in their jobs. There are several more listening sessions scheduled. All are at SEA.

- Monday, November 28 – Express 9:30-10:30 or 6:30-7:30
  - Wednesday, November 30 – Custodial, Grounds, Warehouse 12:00-1:00 or 2:30-3:30
  - Thursday, December 1<sup>st</sup> –ESS – Open anytime between 8:30 and 3:30
  - Monday, December 5<sup>th</sup> – High School Certs 3:45-4:45
  - Wednesday, December 7<sup>th</sup> - Secretarial 4:30-5:30
  - Thursday, December 8<sup>th</sup> – Catchall meeting for Certs 4:00-5:00
  - Monday, December 12 – Catchall for Classified 9:30-10:30 or 4:00-5:00
- \* (If you cannot or could not attend a listening session for your job alike group, come to any meeting. We want to make sure you are heard.)

3. Using the information from the two processes described above, SEA will create a survey for each unit. All members will have the opportunity to complete this survey specific to their job. This survey will identify our members' bargaining priorities.
4. Bargaining team members will make one more attempt to get and clarify member issues in the Spring through a series of site visits.

The bargaining teams will begin writing proposals based on member input in April and May. We hope to begin bargaining with the District in June. Watch for communication from SEA over the Spring and Summer for updates on negotiations.