

8.17.2020

GEA Members:

It's been an extremely busy Summer. Several of us have spent the last several months working for our membership and attempting to resolve issue after issue that seems to come up. Here is an update on events going on.

### **Negotiations Update**

- Negotiations are ongoing. While the two parties have agreed on numerous significant pieces of contract language, there remain elements of the contract, which are unresolved. GEA is currently preparing a proposal and hopes for a scheduled negotiation session by August 21.
- GEA negotiators remain optimistic that a resolution can be reached in the future, but recognize that significant hurdles remain. Some but not all of the items still outstanding are: President Release time, Involuntary Transfers, the Union Recognition Clause, and an actual Salary Schedule with credit for educational advancement. Should the two parties be unsuccessful in reaching an agreement, moving toward Federal Mediation would be necessary.
- GEA members continue to work under the language of the contract, which expired at the end of July. If you believe the terms of the previous contract are not being followed, feel free to contact the GEA President or any GEA Executive Officer.

A negotiation meeting was held on Tuesday 8/11/20 regarding the Return to Learn Plan (E-Learning) and several other issues. Recent issues being addressed include but not limited to:

- **Summer School Pay:** Some individuals did not receive their pay for Summer school instruction in a timely manner resulting in employees receiving higher tax deductions and smaller checks.
- **Non-Licensed Employees Union Dues:** Some 12-month paraprofessionals and secretaries were overcharged union dues by the district during the 19-20 school year. The district will financially recompense those employees.
- **Non-Licensed Employees Pay:** 12-month paraprofessionals and secretaries were informed 5 days before the last pay period that they would not be receiving pay until September 11th. We believe this issue has been rectified as much as possible.

- **Overload Pay:** Some members discovered by reviewing their paystub that they were no longer receiving their overload pay. In many cases, this could be hundreds of dollars in pay per check. Some of these individuals are in the retirement pipeline. We have begun resolving this issue with the District.
- **Return to Learn Plan:** negotiations continue on a small number of issues related to E-Learning and have yet to agree to a Memo of Understanding. These include evaluation and benefits, Para placement, and sick leave protections. The GEA hopes the remaining issues are agreed upon as soon as possible.
- **Involuntary Transfers:** Involuntary transfers continue to be a concern. Some individuals are being transferred multiple times throughout the Summer or have been transferred every year for a number of years.
- **FFCRA (Families First Coronavirus Response Act) Benefits:** We are currently addressing issues with members not having request for federal COVID benefits approved.
- **“Voluntary” Faculty Meeting:** Some administrators have begun holding a “voluntary” faculty meeting before our contractual workdays begin. Although we recognize these meetings are voluntary, the content being discussed is information everyone needs to do their job. The GEA believes this is a very slippery slope that perpetuates the District’s pattern of infringing on our personal time.
- **Employee Property:** We are growingly concerned that members may have had their property disposed of during the summer. When school was shut-down, many employees were not given enough time to remove all their property or, in some cases, were told they did not need to remove it. We have received reports that some property may have been disposed of during the Summer. When you get back into your area, please ensure you have everything.

These are just some of the items addressed or being addressed. It feels like we are living in the word of wack-a-mole. If you have any issues related to the above items or other concerns not listed and you think it has not been addressed, please contact the GEA President or any GEA Executive Office.