



Ashland Chapter 42 Bargaining Update September 23, 2016

You are invited to a special OSEA chapter meeting at 5 p.m. Monday, Oct. 3, at the Ashland Middle School library to discuss recent developments in our negotiations with the school district.

Your OSEA bargaining team met with the district for two days last week. We hoped we would be able to reach a settlement on the remaining issue. To our surprise, the district came in offering a brand new proposal: to remove the transportation work rules from the collective bargaining agreement (CBA).

Why are the Transportation Work Rules so important?

Transportation workers do not have the same regular hours and work conditions as most of the other classified positions in the district. While they do have regularly scheduled routes, much of their income and work conditions depend on trips. Transportation workers are required to work long driving hours, overnight field trips, work weekends, work with special needs children, bid for their routes, paid meals, trainings and supplemental assignments, etc. These facts make it very important for a classified employee to have the added layer of protection from transportation work rules being preserved in the contract. It actually helps both the district and the classified employees to continue to work daily within these guidelines, which have been agreed on in the collective bargaining agreement. It also gives classified employees procedures for when the guidelines are not being followed. If any other classification ever needs the protection of work rules, OSEA would certainly work with them and the district to establish these rules and maintain those protections.

District proposal presented Sept. 12, 2016

ASHLAND – POSSIBLE DISTRICT BARGAINING PROPOSAL

Under Article 9 - Working Conditions section of CBA

District transportation employees shall have access to a copy of current work rules online or by requesting a copy from the transportation supervisor. Transportation work rules may be included in the agenda for the annual driver meeting prior to the start of school.

If the District should desire to change any of the existing status quo on mandatory work rules, the District will notify the Association and the Association will have 14 days to demand to bargain over the change. If the Association so notified the District, then the District would not implement any change but would schedule collaborative interest-based sessions with the Association under the expedited bargaining provisions of PECBA. The District would not implement the proposed change unless and until it had either reached agreement with the Association or had bargained for 90 days under the expedited process.

Transportation employees and/or the Association each spring will have the opportunity to suggest changes in transportation work rules, and those suggestions will be considered by the District before the start of the next school year.

The problem with the proposal is that it gives **ALL** the power to the district. First, if the district desires a change and if no agreement has been reached through the bargaining process within 90 days, they can implement the changes without agreement from the union. Second, if transportation employees desire a change, it is only a suggestion for the district to consider and doesn't trigger bargaining. It removes the opportunity to bargain in good faith and does not continue to provide the protection afforded to the employees now. It also removes the protection of the grievance procedure if the employee's rights, protected by the collective bargaining agreement, are violated.

If the district's proposal goes into effect the transportation employees **WILL** lose their voice and current rights, benefits and protections. OSEA has a long history of the many issues that have been addressed in the transportation department. Misinterpretations of language, violations of the transportation work rules and revolving district administration (i.e. superintendents, human resources directors and transportation supervisors) have led to many grievances and the importance of these work rules, which have protected our transportation workers since at least 1992.

On September 15, we presented our counter proposal to the district and have yet to receive a response.

We have scheduled a special chapter meeting to further discuss this topic on Monday, Oct. 3. Please come out and give us your support and find out what the next actions will be.

Your OSEA Ashland Chapter 42 bargaining team is comprised of your fellow classified coworkers employed throughout the district. We believe the district is not respecting the collective bargaining agreement, which will impact all employee groups, not just transportation. Your bargaining team is fighting to protect every Ashland School District classified employee's current and future rights.

In closing, this is no longer just about the transportation work rules. OSEA is a member's union. Every voice not only counts, but is essential to reaching our goals to improve the lives of working people. Ashland Chapter 42 history is long and complex. Discussing the positions of both the union and the district can easily get misconstrued through email alone. Please plan to attend our special chapter meeting. Your input is incredibly necessary and valuable.

When: Monday, October 3, 2016
Where: Ashland Middle School Library
Time: 5 p.m.

**Food and beverages will be provided. All questions and feedback are welcome.
We are only successful when we unite together!**

In order to keep rumors and speculation to a minimum, we ask that you please rely on official updates and information from your OSEA bargaining team. Please feel free to contact any member of your bargaining team listed below if you have any questions or concerns.

In solidarity,

Your Ashland Chapter 42 Bargaining Team
Chapter President Tammy Burnett, Bus Driver (Transportation):
Shawn Grimmesey, Lead Custodian (Maintenance):
James Johnson, Activities Coordinator (Ashland Middle School):
OSEA Field Representative Ahrien T. Johnson:

President@osea-ashland42.org
ShawnG@osea-ashland42.org
Boardrep@osea-ashland42.org
AJohnson@osea.org