



Fresno Teachers Association/CTA/NEA

October 25, 2016

Negotiation Headlines

Fresno Teachers Association Update on Negotiations - October 25, 2016

Fresno Unified and Fresno Teachers Association had a bargaining session on October 17, 2016.

For the second time the District held up negotiations over their concern about FTA asking members to join as part of an expanded bargaining team. FTA is committed to making this process more transparent and believes our members will be best served if many more of us are closer to the process. FTA also does not mind if parents and community members, who clearly are vested in education can be classified as "persons with special knowledge," are present in bargaining sessions.

The District unilaterally stated that they think the FTA bargaining team should be limited to 12 members. Both parties signed ground rules which do not have any limits on the size of either parties bargaining teams. The ground rules also state that "persons with special knowledge" are eligible to join in the process.

The District held up negotiations for several hours as they continued to tell us how many people they felt

FTA should be allowed to have at the table. As we had 13 members with us the District would not begin discuss the contract. The District was adamant that we accept their position of 12 members for all meetings as a "compromise". We offered that we would reduce our bargaining team for the day if they would consent to FTA bringing as many members as we want to our next scheduled meeting on November 2nd. The District rejected that offer and continued to explain that we accept their terms as a "compromise". There was no point in offering a number lower than 749 as the District would not proceed with 13 members in the room.

Thankfully the District did not walk out of the room this time and finally at 1:15 we broke for lunch, without having a single conversation about how to improve the collective bargaining agreement. Both parties returned to meet at 2:30. We only had 12 members with us at this time (one member had a doctor appointment) and so the District agreed to bargain. We gave them nine proposals:

Article 16 - Evaluation and Professional Standards

Article 18 - Fringe Benefits

Article 32 - Sick Leave

Article 41 - Part-Time Teachers

Article 46 - Professional Growth

Article 63 - Working Conditions

Article 65 - Designated Schools

New Article - Contracting Out

New Article - Stipend for Graduate Degree

The District did not make a single substantive comment on any of the 9 articles we gave them and explained it would take many hours for them to form any questions or opinions. We did explain that our members deserve to have their health benefits fully restored to 100% coverage. They asked if we had a cost break down, we gave them a rough estimate, and we explained that the District has refused to share data that would enable us to provide the best number (FTA has filed an unfair labor charge with the CA

Public Employees Relations Board against the District regarding the lack of sharing financial and other data). We explained that employees have greatly increased out of pocket costs thus saving the district millions of dollars since 2004 and that the District budget is roughly double what it was in 2004.

The parties will continue negotiations on November 2, 2016. Despite the District's continued concern about discussing the contract in front of a large group of members and "persons with special knowledge" they promised to show up. Here are the articles we will present on November 2nd. Please provide any feedback before November 2nd.

[Article 4 - Early Childhood Teachers](#)

[Article 5 - Class Size](#)

[Article 20 - Hours](#)

[Article 49 - Special Education](#)

[Article 50 - Salary](#)

[New Article - Social and Emotional Supports](#)

[New Article - Career Technical Education](#)



**FTA-FUSD
EVENING
BARGAIN SESSION
WED. NOV. 2ND**

**UNITARIAN UNIVERSALIST
CHURCH OF FRESNO
2672 E. ALLUVIAL AVE.
FRESNO, 93720
4PM-7PM**

Having issues with your AC or heater in your classroom?

If so please let your principal know and they will contact operations with the specific needs. If it is not fixed after doing this please contact FTA.



LET'S CONTINUE MAKING A DIFFERENCE!

**IF YOU ARE INTERESTED IN VOLUNTEERING TO HELP PASS PROP 55
PLEASE SIGN UP TO WALK OR PHONE BANK.**

VOLUNTEER FTA SATURDAY WALK SCHEDULE

OCTOBER 22 @ FTA OFFICE 9AM-1PM

**OCTOBER 29 @ FTA OFFICE 9AM-1PM
WITH THE COLLEGE STUDENTS AND THE CALIFORNIA FACULTY
ASSOCIATION (CFA)**

**NOVEMBER 5 @ FTA OFFICE 9AM-1PM – SUPER WALK
WITH OTHER COMMUNITY GROUPS**

VOLUNTEER FTA PHONE BANKS:

TUESDAY/THURSDAY EVENINGS: 4PM-7PM @ FTA OFFICE

PLEASE CONTACT SIMONE:

SIMONECRANSTONRHODESFTA@OUTLOOK.COM



California families and students can't afford to go back.
Prop. 55 maintains current tax rates on the **WEALTHIEST CALIFORNIANS**
-- and without it, California schools could face:

\$4 BILLION IN CUTS



Help Our Children Thrive.



Paid for by Yes on 55 - Californians for Budget Stability, Sponsored by Teachers, Health Care Providers, Doctors and Labor Organizations. Major funding by California Hospitals Committee on Issues, (CHCI) Sponsored by California Association of Hospitals and Health Systems (CAHHS) and California Teachers Association/Issues PAC (committee). Printed In-House.



Have you moved? Do you have a new phone number or email?

Don't forget to update your contact information with us, FTA, and with FUSD.
Please reply to this email to send your new contact information to our office.

MEMBER BENEFITS!

(continue scrolling)

SIGN UP & SAVE

Enroll today and receive all the automatic benefits of being a member. Every connect will contain offers and benefits that come with your [membership](#). Make sure you use all your wonderful CTA/NEA benefits!

With your membership you have discounts to many destinations. Please Check tsaspecialservices.com or download the CTA member benefits app linked below.

Download the CTA Member Benefits App Here!

<https://play.google.com/store/apps/details?id=org.cta.benefits&hl=en>

MEMBERSHIP HIGHLIGHTS

Interested in Federal Student Loan Forgiveness, or savings programs, or retirement savings? Please see below!

Introduction of the CTA Retirement Savings Plan

CTA is committed to help members prepare for secure retirements. The new exclusively-endorsed CTA Retirement Savings Plan, a best-in-class 403(b) plan, was developed by CTA with members' interests our first priority. This plan offers high-quality investment options, lower fees, transparency, and easy investment choices. The CTA Retirement Savings Plan has been added to many districts' approved vendor listings over the last several months. You can learn

more and see an Approved District List at www.CTAMemberBenefits.org/rsp.

Addition of the Access to Savings Program

The Access to Savings Program offers nationwide savings on retailers, travel, entertainment, theme parks, movies, restaurants, services, golf, oil changes, auto parts, home improvements, and much more. Members will be surprised how much they can save and how easy it is to use – the My Deals Mobile App provides convenient access to over 300,000 discounts. And, don't miss the exciting limited-time only drawings currently being offered. See more information about the program at www.CTAMemberBenefits.org/Access.

Check out the My Deals Mobile app! [google aps](#) [apple store](#)

Our Popular Federal Student Loan Forgiveness Resource Includes a New Guide and Video

Since so many of our members are burdened by federal student loan debt, we've continued to expand our resources and have added the *Guide to Federal Student Loan Forgiveness Programs* and a video. Go to www.CTAMemberBenefits.org/studentloan.

New CTA Member Benefits video (six-minute introduction to the value of Member Benefits)

Members can view our new video at www.CTAMemberBenefits.org/video.

SOCIAL MEDIA

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www.fresnoteachers.org

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