



## Fresno Teachers Association/CTA/NEA

**December 8, 2015**

The FTA Bargaining team wants to share some key information before we begin mediation at 9:00 am this Tuesday, December 8, 2015.

First, the process:

- We anticipate the mediator calling us into a joint FTA-FUSD session at 9am and asking for a brief summary from each party about why we think we are at impasse.
- We then anticipate the mediator breaking us into our respective teams to have separate conversations to see if terms for a settlement may be identified.

FTA will discuss our bargaining positions and explain how, given all the facts, FTA's bargaining proposals are fair and reasonable.

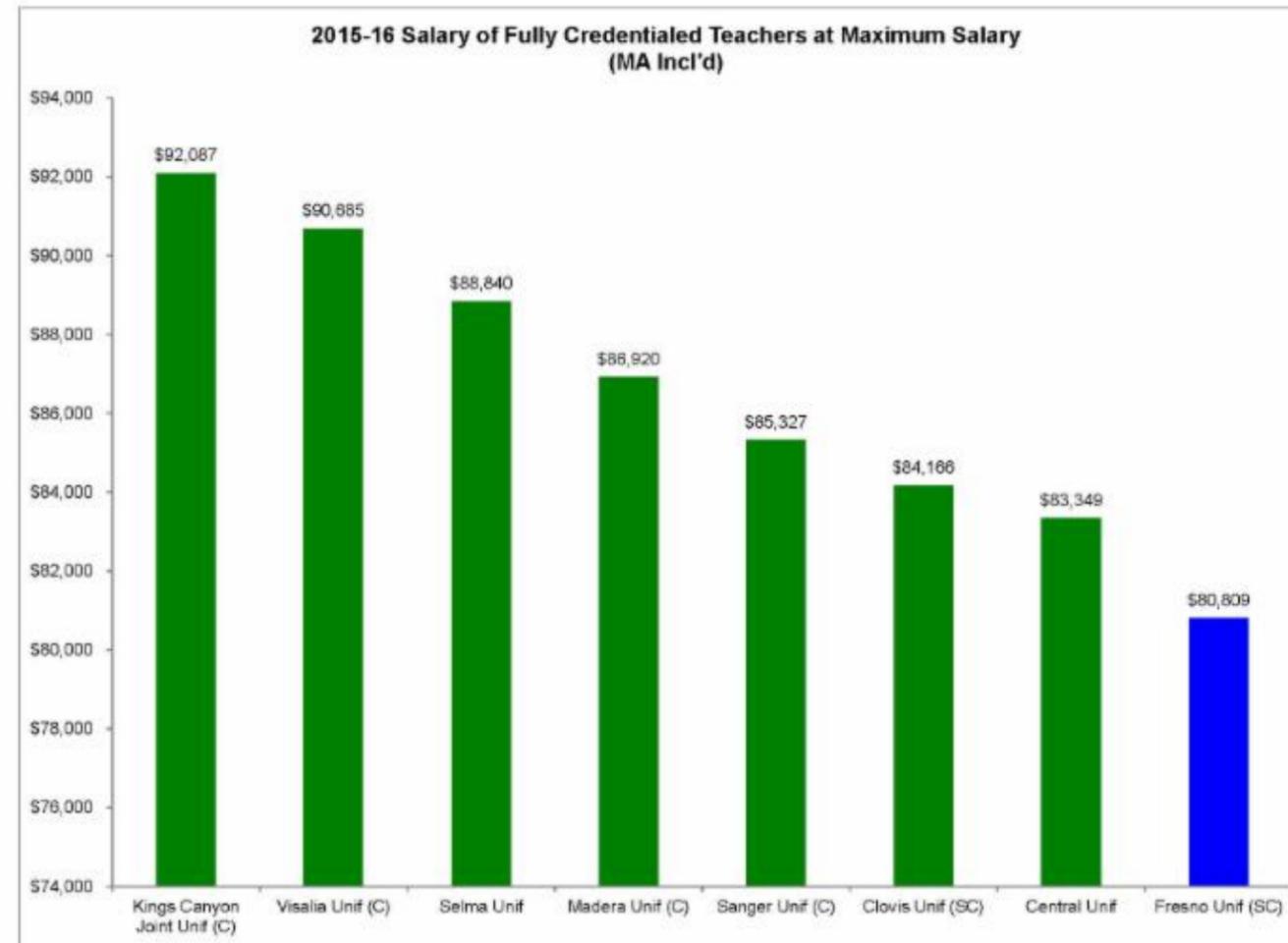
- We will discuss data that shows we are at the bottom in important statistical categories compared to other educators in nearby districts.
- We will explain that the district's multiyear revenue projections are regularly and greatly underestimated, and that again, there is a way to give our members 7.5% on-going, 2% one-time, and other items we proposed, while at the same time allowing the district to maintain a health reserve of 5%.

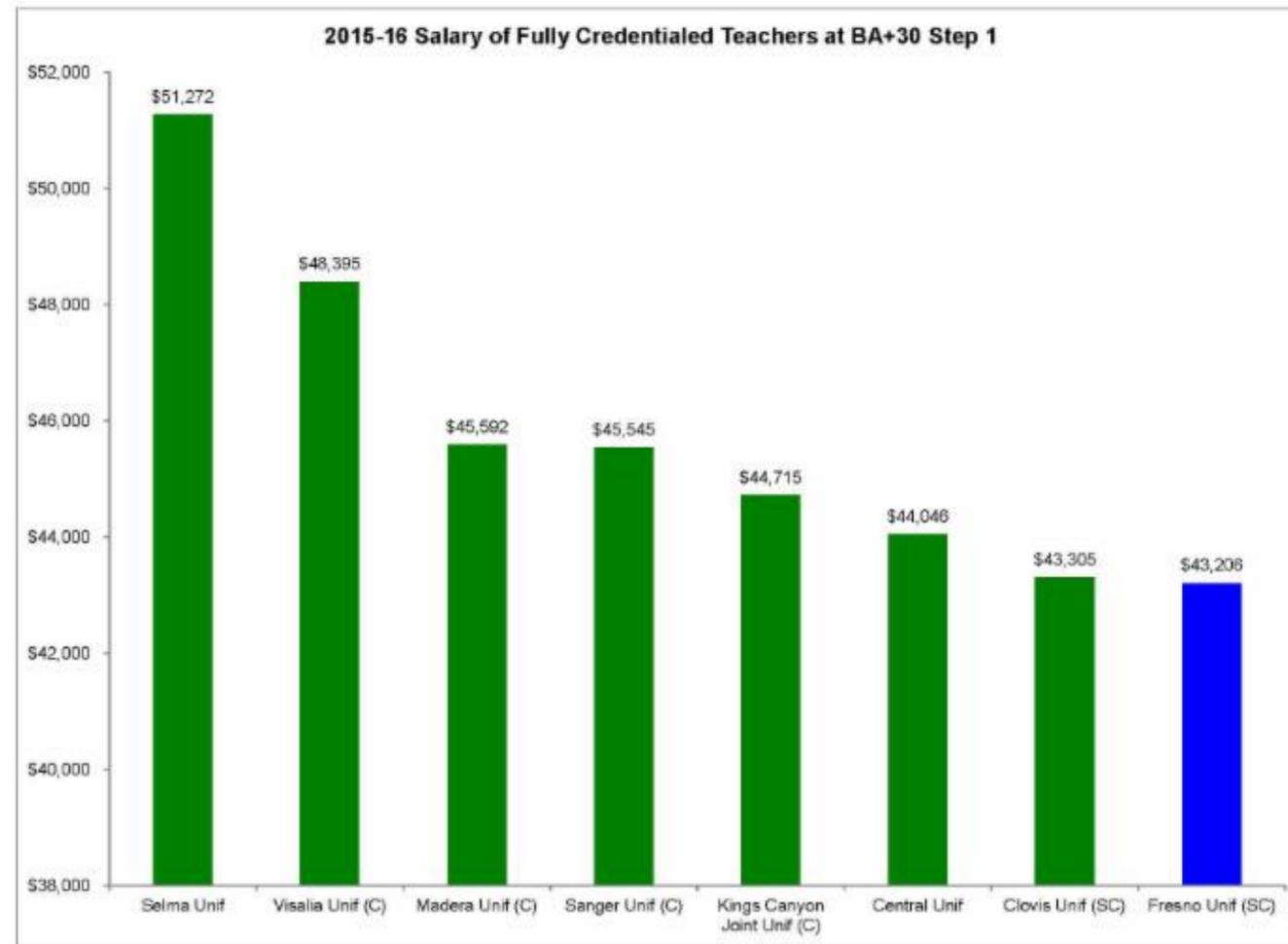
These are the potential next steps:

- It is possible that a second day of mediation may be needed; if this is the case, we will update our members as soon as possible.

- What happens in mediation is supposed to be confidential, so please do not expect updates as we participate in the mediation process. At the end of mediation, whether it is successful or not, FTA will update members as much as permitted without breaking confidentiality.
- We will ask all members to join us on a membership conference call in January 2016 to discuss the latest. This may include a settlement or an explanation of fact-finding and a fight back plan if no agreement is reached.

***The FTA bargaining team is committed to respecting the process and at the same time standing our ground on a package that is fair for our members.***







*Fresno Teachers Association's  
Holiday Office Hours and Schedule*

<b>Thanksgiving Week</b>	<b>11/24 – 11/27/2015</b>	<b>Closed</b>
<b>American Fidelity</b>	<b>12/2 – 12/4/2015</b>	<b>8:30 – 4:00</b>
Call Jeremy @ 559-230-2107 to make an appointment		
<b>Holiday Party</b>	<b>12/8/2015</b>	<b>5:00 – 8:00</b>
Hope Lutheran Church		
<b>Winter Break</b>	<b>12/21 – 1/1/2016</b>	<b>Closed</b>
<b>Winter Break</b>	<b>1/4 – 1/8/2016</b>	<b>By Appt. Only</b>

Go to Fresno Teacher Association's Website [www.fresnoteachers.org](http://www.fresnoteachers.org)  
for the latest news and updates.



**Music**

**Festive  
Backdrop  
for  
Photos**

FTA Winter Social  
Tuesday, December 8<sup>th</sup>  
5:00 - 8:00 p.m.  
Hope Lutheran Church  
364 E Barstow Ave

Celebrate the Season With  
Family and Co-Workers

**Food**

**Craft  
Booths**

On January 27<sup>th</sup> and January 28<sup>th</sup>, 2016, we start the next phase of Transforming Public Education by hosting regional meetings for the Fresno

High and Hoover High areas, respectively. The goal of these meetings is to start building regional teams of hundreds of educators, parents, students & community allies who will be active in the November 2016 schools board elections and who will be part of our Accountability work post-elections.

**Other Important Dates:**

**Bargaining/Impasse/Mediation**                      **December 8, 2015, All Day**

**Winter Social at Hope Lutheran Church**                      **December 8, 2015, 5-8pm**

**FTA Bargaining Update Tele Conference Call**                      **Week of January 18<sup>th</sup>, 2016**

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