

CSEA & FCUSD Joint Negotiations Update: September 2018

Bargaining team members from FCUSD and the California School Employees Association (CSEA) Chapter #528 met for a regularly scheduled session earlier this month.

Below is a short recap of major items covered during the collaborative and productive meeting:

Staffing:

- The group discussed staffing and job description for the following positions: Food Service Worker and Custodian. No change in current practice will be initiated at this time as a result of this discussion. The team is working on clarifying the roles and responsibilities during lunch periods.
- Changes were negotiated to Food Service Worker Position (RCE-PCN 991356) resulting in reduced hours from 7.0 to 6.5 and Level II to Level I due to no longer picking up site bank deposits.
- Changes to Food Service Technician Position (PCN 217603 & 218307 – Employee #613089) were negotiated. The ESC position changes from 11 months to 10 months and 4.5 hours to 5 hours.
- The impacts and effects of closing a Vacant Special Education Instructional Signing Assistant DOH Position, (PCN 212648 and 215259) were negotiated.
- The impacts and effects of changing Special Education IA Position (PCN 208167) from 7 hour to 5.75 hour were negotiated.
- The impacts and effects of reclassifying Employee 605557 from Printer II to Lead Printer were negotiated.
- The impacts and effects of changing Financial Accountant from Classified Confidential to Classified Comprehensive were negotiated.
- The impacts and effects of changing the position Plumber/Welder to Maintenance Mechanic II (PCN 991267) were negotiated.
- The impacts and effects of posting vacant position separately, School Clerk, Elementary Position Change (PCN 216692 & 216693) - 5 hours at WRE and 3 hrs at MHE were negotiated.
- The impacts and effects of changing the Middle School Library Tech at Mitchell Middle School Employee 602768 (PCN 214656) from 10.5 month to 11 month were negotiated.
- The group approved the job description for the following new positions; After School Club Leader AKA Enrichment Activity Leader and Head Custodian III.
- The impacts and effects of reclassifying Head Custodian II to Head Custodian III at the three comprehensive sites were negotiated.

Updates to Collective Bargaining Agreement:

Agreement has been reached on the following Articles to the Collective Bargaining Agreement:

4.1 Use of Facilities: 4.1.1 Subject to current regulation 4119.25, the Association shall have the right of access to areas in which employees work; to use institutional bulletin boards, mailboxes, the District email system, and other means of communication; and to use institutional facilities for the purpose of Association meetings, processing of grievances and matters related thereto.

12.2.1.4.2 The District reserves the right to require future medical verification of illness after an absence of less than (3) consecutive work days when there are specific articulable facts to support that sick leave has been abused by the employee. Use of sick leave for personal necessity in accordance with Section 12.3 shall not be considered an abuse of sick leave.

12.2.1.4.3: If the District requires future medical verification, the District shall notify the employee of the time period through which it requires such verification. This time period shall not exceed one calendar year.

12.6.2.4.1: Not more than thirty (30) days of accumulated vacation credit may be carried forward from one vacation year to another. A vacation year is defined as January 1 to December 31. A notice of an employee's vacation credit will be sent to each twelve-month employee by May 15th of each year. Accumulated days beyond 30 shall be scheduled by mutual agreement between the employee and his/her supervisor. An employee may not refuse to schedule accumulated vacation credit in excess of 30 days.

The following Articles were opened and no agreement was reached:

- Article 9.1.4 and 9.1.4.2
- Article 15.2.2
- Article 3

Full and Final Resolution: With the exception of Article 10.11, 12.17, this shall fully and finally resolve all bargaining obligations related to successor bargaining/reopeners through June 30, 2018.

Professional Development: Bargaining team members reviewed the negotiated professional development day for classified employees on Oct. 8. Staff may register to attend using Go Sign Me Up. Details are being finalized and will be distributed in the coming weeks.

Additional items:

- A concern was brought forth by a CSEA member regarding the protocol for the administration of glucagon. Mike Shepherd, Director of Human Resources, will follow up with CSEA President Omera Johnson.
- Bargaining team members collaborated on a proposal to budget for pre-negotiation meetings with the CSEA president and Assistant Superintendent for Human Resources to develop the schedule and anticipated release hours needed.