

PSC counter proposal 4/9/25

PTA Proposal X3

Unified Collective Bargaining Agreement

Presented by Pembroke Teachers Association on Wednesday, January 15, 2025

The Pembroke Teachers Association proposes bringing all PTA units under one collective bargaining agreement (CBA).

Rationale:

- 1) This would allow for articles and provisions common to all of the PTA CBAs to be uniform across all units. For example: Grievance Procedures, Leave Provisions, Sick Leave Bank, Committee Rights, Association Rights, Reduction in Force, etc.
- 2) Each Unit would have a section of the CBA to address working conditions specific only to that unit.
- 3) This will save the School Committee, District Administration, and the Association time and effort and prevent inequities across the units.

If this proposal is agreed in principle, PTA suggests making a subcommittee to review all CBAs and make recommendations back to the two bargaining teams as to which elements of the CBA can be unified and which elements are unique to each unit and therefore should be reserved for the section of the CBA designated for that unit. The parties would give a clear timeline to the subcommittee for the completion of their work and the timely resolution of the proposal.

While the Committee agrees that provisions of each CBA that are "universal" should read the same in each CBA, it disagrees with putting them into a single document since it would be unwieldy.