



SPALC Negotiations Minutes **April 23, 2009**

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Recording Secretary: Linda Jo Sanders

Agenda

Check In

Minutes

Language Changes

- Article 7 – lines 8,9 & 10
- Article 9 – accrual sick/annual during Work Comp.
- Article 9.0108 – delete vacation
- Article 7.10 Discipline
- Article 9.0101-9.106 Leaves
- Article 90121(2)

Temporary Reassignments

Stratix, Inc. Return

Check In

Name

How are you?

Time constraints? 4:45

Missing? Jack, Victoria, Ron

Elephants?

Expectations:

Come to consensus on numerous items ### ## ## //

Get er done /

Continue the process ///

Have a great evening

Minutes for 4/14/09 session approved

Article 7 – lines 8, 9, and 10

Article 7.01 Delete line/last sentence

Article 7.10 – Discipline

Story

- Labor Management discussed and came up with language around school-based discipline and district discipline
- Wants it to be dealt with at site when appropriate
- What will language look like at school and district level?
- For a period of time people were getting suspended
- Has to distinguish school-based and district discipline
- Should school and district discipline have different titles
- They should not because sometimes there is suspension without pay and the employee says “I’ll take it”
- It’s important that serious offenses go to Professional Standards & Equity
- Law says formal investigations should be formally notified
- Employees have a right to be informed but at what point
- Professional Standards & Equity does a good job of informing employee
- Management should take a look at the law concerning employee notices
- The drafted language implies that management is required to inform the employee of the right to representation
- Employee should take responsibility but schools are informed that they should notify employee
- Employee state that (most times) they are not aware
- Greg advises administrators to inform employee and it helps both parties
- Monroe informed lady she had to leave premise and employee did not know they were being investigated
- 7.012 it creates a contradiction
- There ‘s been problems in Professional Standards & Equity where people who are not related to case wants to come in
- Representatives outside organizations come in and want to represent employee, NAACP, etc. husband, wife
- People who do not understand the process in the meeting creates circus

Option

1. Draft language – In first paragraph change sentence #3 to “shall have the right to have representation”

Accrual Sick & Annual Leave-while on Work Comp

Story

- When people are out on work comp they are not accruing sick leave
- It's not a requirement – thought it was previously
- Employees are allowed to use time not covered
- Management changed past practice without negotiations
- Believes that is a perception, it was bargained in the past
- Does not remember any discussion around topic – would like to know when it was bargained
- Was requested by SPALC to negotiate

Table issue until a later date

Article 9.0108 Leave Applications

Story

- Vacation is not recognized as leave
- Gives administration the impression that vacation is leave
- Annual and vacation is used interchangeable

Option

1. In Article 9.0108 add (see article 10) after “vacation”

Article 9.0101 – 9.0106 Leaves

Story

- Both Management and SPALC conduct their own investigation
- This continues to be an issue that Administration struggles with
- Employee says they were negatively evaluated because they were absent for 3 or more days
- Is it right to discipline someone who takes leaves that they earn
- Should there be a set # of days
- Employees feel as if they are being evaluated on leave that they have earned, per boxes on evaluation form
- The language is good, other Unions are using it

Article 9.0101 – 9.0106 Leaves

Story

- Absences are looked at when employee transfers
- With LARS you have the total number of absences
- Emergencies happen
- Employee was written up for missing 9 days when she was in a coma
- Language does not cover summer school – would love for the document to cover summer school
- If Management wants to evaluate employees they should use a different tool
- Many final performance assessment have the box LARS gives a clear picture of absences
- Cannot respond in absolutes
- If employee behaves inappropriately during summer school, they will be fired
- Abuse during summer school is not a district-wide problem

Option 1 status quo

Article 9.021 – Sick Leave

Story

- Related to previous issue

Option

1. Line 32 (near end) “employee must work one day more than 1/2 “ change to “employee must be employed”

Table and bring back at a later date

Article 8.04 - Temporary Reassignments

Story

- District has had a practice of reassignment to gain experience – leaves employees first up for hiring
- Criteria?
- Fairness?
- Temporary assignments should be posted
- Example: clerical person told to drive bus on overtime temporary assignment
- Asst. Supervisor position was vacant – person who got the position was hand picked – employee gets first consideration if position opens
- Language god – way to give internal applicants a leg up – expedient
- Page 23 – addresses unfairness of abuse – does disagree – believes there is a means to address
- Special assignment – permanent position opens – that person gets is as “reward”
- Another perception – big abuser/sick leave can use performance as reward
- Should seniority take place?
- If all qualifications are equal
- Violations prominent – (West Zone) (South Zone) union needs language to help resolve
- District thinks we have the language not defending action – use Labor/Management – bring it forward if you suspect abuse
- In high profile positions – phone calls help – post position notify in advance
- At all times a principal has to make their best decision to put someone in an emergency situation
- Cross training – giving more opportunities for more employees

Option

1. District can call work site – need to provide notice of temporary assignment due to suspected abuse

Move to Labor Management Committee

Article 8.04 cont'd

Story

- In the contract language position more than 10 days get the higher rate of pay → what occurred was principal wanted to pay higher sooner
- What about holidays in the middle of the count?
- Our practice has been when assigned as interim position – the reason I stay in my position but I am compensated at the higher rate after 10 days
- A holiday is not a work day
- Back and forth in positions before the 10 or more days accrue
- If principal calls me to ask if payroll can pay employee at higher rate would be advised to follow language and contract
- If days are not consecutive someone would have to track days – manageability
- In times of tight budget employees are looking for signs that management appreciates them

Interests

- Manageability
- Fairness and equity
- Affordability
- Customer service
- Productivity

Option

1. Pay compensation for the higher position from day 1
2. Status quo
3. Compensate ~~after~~ 5 or more days at the higher rate of pay
4. Line 43 – in such cases the (add administrators) designee shall be paid

Management Caucus

Discussed options

Want to look at impact

If not huge looks like a workable option up there

Agree to table for management research

Check Out