

# Bargaining Update

by Elena Johnson, Bargaining Chair  
and Bargaining Team members, Don Bailey, Jeanette Davis, Troy Doyle, Ed Shaiman,  
Zoila Gallegos and Michaela O'Neill

The LACEA and LACOE bargaining teams met on September 17 and 18.

The outcomes of these two days of intense negotiations are:

- Without a real commitment from LACOE to fund benefit increases, they countered our salary increase proposal that did not even meet the statutory Cost of Living Allowance (COLA) increase.
- The bargaining team proposed catastrophic leave language that would allow unit members to donate illness days to a colleague who is seriously ill or taking care of an immediate family member who is seriously ill. The Association will primarily oversee the process. The Office gave a counter that included some cumbersome procedures, which may prevent the unit member from taking advantage of the benefit. The LACEA Bargaining team is committed to have this provision in our contract as it already exist in the other two union contracts (CSEA and SEIU).
- The Office did not counter our proposal to utilize all available sick leaves for personal necessity leave.
- The Office did not counter our proposal on scheduled days off. The proposal would restore our members' ability to schedule their days off. The Office has held their position on controlling when members are out.
- The Office did not counter our proposal to include the LCAP as part of our consultative rights. They believe because it was the mandate of the law it is not necessary to include in our contract. The Association gave the Office examples in which our consultative rights were not honored.
- The Association gave a proposal on the evaluation article that will provide timely feedback and support for members who are in danger of receiving an unsatisfactory evaluation. We are waiting for the counter on this language.
- We proposed language that will increase the amount the Office will reimburse for childcare registration and insurance.

It is apparent with regards to the county budget, there is vast difference of opinion between the Office and the Association on the utilization of the more than \$80 million that is currently in reserve. The Office believes that under the LCFF its budget would become leaner in the coming years. The Association believes the county will remain solvent because of the lower number of employees.

According the Office, the deadline for district take-backs of their special education programs is December 31, 2015.

Next Bargaining date is October 1, 2015