

Negotiations / Bargaining Update 6/16/14

At the end of the last session on 5/23/14, LACOE characterized their last proposals on Compensation and Vacancy, Reassignment and Transfers as “last, best and final offers.” LACOE’s last offer on Compensation included a 4% increase; a change to being paid once per month, plus increases to the anniversary increments and doctoral stipend. Per the direction of the Executive Board, your negotiating team sent a clear message to LACOE that we would not accept less than 5% as a salary increase nor could we accept being paid once per month.

As for Transfers, LACEA has been attempting for two years to get LACOE to recognize seniority rights in movement processes, but LACOE has refused to budge on this issue. Following the Executive Board directive, we rejected LACOE’s last, “best and final offer” on Transfers. We did this because of LACOE’s failure to show due respect to seniority and remove the arbitrariness from the decisions to move our members.

The impasse has been declared because of these issues on which we have not been able to reach agreement, namely Compensation and Transfers. A detailed explanation of the impasse process will be made public soon. We will start with a mediator who will attempt to facilitate an agreement between us and LACOE on these issues. Should that effort fail, the mediator may certify us for factfinding before the Public Employment Relations Board (PERB).