

Bargaining Update May 23, 2014

The LACEA team met with LACOE's team on May 23. We discussed and exchanged proposals on Vacancy, Reassignment and Transfers; Leaves of Absence and Vacation; Class Size; and Compensation. We also began talks on topics for which we made demands to bargain, namely the use of student surveys and student complaint forms at McAuliffe School at Challenger Memorial Youth Center. The developments on each were as follows:

Vacancy, Reassignment and Transfers

LACEA and LACOE exchanged proposals on Article X again. LACOE had consistently stated that it did not want to include language that covered the displacement process during a RIF (reduction in force). In an effort to present language upon which we might agree, prior to the May 23 session, your LACEA negotiations team had presented proposals that explicitly excluded any language controlling RIF displacement processes. Despite this, LACOE refused to agree to address the one main issue we have with their current interpretation of Article X, which ignores seniority during displacements and/or administrative transfers.

On May 23, 2014, representatives from LACOE's Human Resources presented copies of the displacement/transfer letters that were to be sent to displaced/transfer members during this year's RIF. Since these documents described a RIF process and/or timeline that we think works for us, we included language in our May 23 proposal that describes the process the Office is already using. We also continued to ask for language that would remove the arbitrariness from displacements / administrative transfers and would show greater respect to seniority rights. LACOE's response was a counter proposal that excluded all of our language on the RIF process and the use of seniority in determining who will be displaced.

Compensation

Talks continued on the Compensation article. At the end of the session, LACOE gave us a 4% across-the-board salary increase, an increase to the anniversary increments and an increase to the doctoral stipend. An issue that has been important to our DSE members is the fact that salary increases do not take effect for them on July 1. LACOE agreed to make any salary increase effective on July 1, 2014 for DSE members but rejected our language making this a permanent change. While we agree with the amounts of increase to the anniversary increments and the doctoral stipend, the negotiations team will seek direction from the Executive Board on how we respond to the 4% salary increase offer.

Leaves of Absence and Vacation

We expressed to LACOE our desire to for each teacher to choose his or her own days off in DSP (Division of Student Programs) to allow them all to be taken as members choose throughout the year (the old model, with a 12-month school year and flexible vacation days). The proposal would have meant that the 25 off-track days that DSP members currently have calendared would become days that could be taken at times of the members' choosing. LACOE responded that they were not interested in looking at

any change to the days off that resulted in any of them not being uniformly calendared for all DSP members. They also objected to the proposal of doing a combination of uniformly calendared and flexible days off during the year.

Class Size

LACEA proposed a reduction in class size in JCS (juvenile court school) sites from 17 to 14 students. SDC classroom size at JCS sites would be reduced from 12 to 10. LACOE responded that they would need to investigate the cost and feasibility of the proposal with partner agencies (e.g. Probation Department) and therefore, they could not agree to such a change at the time.

The next bargaining session is set for June 16, 2014. We will present our responses to LACOE's last offers as well as discuss the demand to bargain items and the pressing contract issues.

Look for an update on <http://mylacea.weebly.com/> soon thereafter.