

Negotiations

I am addressing one item today because I have received emails and our HR department has contacted me as well. There seems to be some confusion regarding where we are at in the negotiations process. At the last FR meeting, I summarized the district's financial offer and our counter proposal. Plus, we talked about how the district is reviewing/revising their financial forecast and will be presenting that to the board on Dec. 7. With that, I also announced that our next session is Dec. 6 where we will receive the district's counter offer. This is how the process works. In negotiations, we have a slow back and forth discussion regarding just about every issue. Financial bargaining is no different - we have proposals and counterproposals that need to be considered. Our bargaining team is very good and is working very hard to represent all of us honestly and fairly.

The confusion comes from a good question that was raised at the last FR meeting about starting "work to rule." Many people don't know what that is, so let me take a moment to explain. Work to Rule is simply this – teachers will not do email, grade papers, check email, etc. outside of the contracted day. Work related items are done during the contracted day and at no other time. Sometimes staff can choose to walk in and walk out together, depending on circumstances. NO ONE has authorized this action. It was a good question that was raised in our meeting and answered. Next, a call came into HR from a potential member about what they would do during a strike. NO ONE person has the power to authorize a strike. That is only accomplished by a Strike vote that is taken by our members in accordance with our Policy statements.

Why do I tell you all of that? Because of comments on social media, emails to my office and calls from HR. Please, know that your negotiations team is working diligently to represent our membership. We will ask the members for help when we think it is time for support. There is a chain of command when it comes to mobilizing our members around an issue and we are not there. We are negotiating. With all that being said, here is one thing we are asking members to do. Please send people from your buildings to the school board meetings. That is something that was requested in the first part of the year, and I believe it is important to be visible as a group.

Let me repeat – we have asked members to attend board meetings. Please quell all other rumors regarding anything other than that. If you have questions, ask your FR, Exec Board rep or email/call me and we will talk through it.

Thank you!
Dan
dan.kuhlman@edmn.org