



NEGOTIATIONS UPDATE

An informed membership is a powerful membership!



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April 6, 2015

BFT's Bargaining Team: Cathy Campbell, John Becker, Dale Long, Cynthia Allman, Aaron Glimme, Denise Milner, Dana Blanchard, Ed Wang

BFT & BUSD Teams Begin Negotiations

President Cathy Campbell will lead the team and serve as chief negotiator. Other members include BFT Vice-President and BHS English teacher John Becker, BFT Treasurer and King CDC teacher Dale Long, BFT Secretary and Malcolm X Kindergarten teacher Cynthia Allman, Willard Middle School 6th grade teacher Denise Milner, BHS Science teacher Aaron Glimme, LeConte 4th/5th grade teacher Dana Blanchard and CFT Field Rep Ed Wang. Many of the team members have negotiated previous contracts and have extensive knowledge of BUSD finances.

The BFT team has been preparing since last fall. This work has included drafting and analyzing the BFT Negotiations Survey, scrutinizing the BUSD budget, researching contracts from other districts, comparing total compensation packages, and considering ideas offered by our members. The team has also tried to anticipate possible BUSD proposals and prepare responses.

Union and district teams met for the first time on March 9th and again on March 23rd. The current contract expires June 30, 2015.

BUSD Team

The district team consists of attorney Roy Combs, district administrators Evelyn Bradley, Pat Saddler, Maggie Riddle and Lisa Graham, and site administrators Paco Furlan (Rosa Parks) and Ashley Milton (BHS).

BFT Proposes "Private" Personal Leave Days and Expansion of Bereavement Leave— Article 12

The union proposed that 3 of the annual 11 leave days be considered truly personal days; i.e. they would not require a member to explain his or her absence. Another BFT proposal would expand the definition of immediate family to include step-parents, foster parents, guardians, parental in-laws, uncles, aunts, nieces and nephews. A new provision would allow for one day of bereavement leave to be used for a person with whom the teacher has a unique relationship not listed above.

BFT Proposals Defend Members' Rights— Article 15

Another union proposal would clarify that members have the right to include any relevant document in their own personnel file. BFT also proposed that members be able to receive a copy of all formal complaints, even those that are anonymous, and that a member be able to see the complaint prior to any interview about the conflict. These proposals would also avoid the need for costly arbitrations scheduled for May and June.

In addition, BFT and BUSD have agreed to form a workgroup to review our current evaluation processes and to look at possible improvements.

ALL Members Asked to Attend the May 6th School Board Meeting at 7:30 pm: Fight for a Strong Contract!

Do you want a strong contract with great compensation? Do you believe that our district needs to offer better-than-average compensation to be competitive and to retain our great teachers? If so, **please take action on May 6th! ALL members** are asked to support our negotiations by attending ONE HOUR of the May 6th School Board Meeting at 1231 Addison Street (near the BUSD admin building). Please plan to attend from 7:30-8:30 p.m. Join with fellow members to show solidarity and push for an excellent agreement. Please wear your BFT T-shirt or hoodie (contact BFT if you do not have a t-shirt)!