

As you know, the CCE Negotiations team met with the District on Thursday, September 24, 2020. As you also know, that unfortunately, the District did not engage in negotiations to resolve the dispute regarding the agreed-upon ten payments of cost-sharing described and agreed upon in the Budget Mitigation MOU. Therefore, we engaged in taking this matter to the California Public Employment Relations Board, also known as PERB, to begin the process of binding arbitration.

As you know, CCE proposed to update the language to twelve months for the 21-22 and 22-23 years (the extent of our new contract) in exchange for the District following the contract agreed upon for 20-21. CCE felt that this was a fair proposal because it showed that the District would be held accountable for the deal they negotiated and agreed upon yet provided flexibility to fix the language for future years.

As you know, it was the sloppy work of highly paid District Negotiators that have led us to this conflict. In terms of money, our proposal meant that the District's assumptions in savings for the upcoming year would be less by approximately \$28,000.

As you know, CCE was very disappointed and concerned that instead of leading us to move forward, the District has chosen to pay an attorney again and spend time from administrators' jobs again to mitigate their own oversight. The District's lack of willingness to engage in a path that would allow us to move forward is insulting and evidence that the District does not value the sacrifice that Classified staff made when approving the Budget Mitigation MOU in helping the District out of fiscal instability.

Everything I just said - you already knew, so here is news; fortunately for CCE Local 4522 our state union affiliates, CFT, have taken an interest in our case. You see, it is a case that all working people can get behind. It is a case about, Districts honoring the agreements that they make, and more specifically, honoring language that the District introduced. CFT will be supporting our union with funds through the arbitration process. This is no longer of a small union trying to stand up for our contract but one of solidarity throughout the state.