



Oct. 20, 2015

Dear Esteemed Colleagues,

We are writing to update you on the latest round of negotiations. As you are aware, we are in the third and final year of our contract with EESD. We are currently negotiating a salary increase. However, the process has not been very productive and we are concerned with the direction bargaining has veered. Due to several actions on the part of the District, your team has filed an Unfair with the Public Employment Relations Board (PERB). Actions such as prematurely declaring impasse, refusing to offer counter proposals, and ignoring Fair Representation, have caused your team great concern. The “totality of conduct” on the part of the District is indicative of bad faith bargaining.

We have warned the District multiple times that these actions do not help the negotiation process and will not be tolerated. However, since the District continues to behave in this manner, we decided our only option was to file the Unfair. To be clear, filing an Unfair is a long process in itself. And though we hope for a positive outcome, there is no guarantee how PERB will rule. If we win, in many ways it is more of a moral victory. Besides PERB ordering the District to stop violating ETA’s rights the only other consequence may be to post a notice of the District’s violation at each site. However, we felt filing was necessary to stand up on behalf of the membership to the bullying tactics of the District.

We will continue to update you on the progress of the Unfair. The amazing work of the teachers, specialists, psychologists, and nurses of Evergreen on behalf of the students has never wavered and we know it will continue even during these difficult circumstances. As always, it is an honor to represent you at the bargaining table.

In Solidarity,
Suzanne Lima
Mike Atkins
Susana Faria
Desiree Russell