



SSA-MTI NEGOTIATION UPDATE - #1

September 2, 2010

STATUS OF NEGOTIATIONS

MTI's 2008-10 Collective Bargaining Agreement setting forth the wages, hours of work and working conditions for School Security Assistants (SSA-MTI) expired August 7, 2010. On August 13, MTI and the District exchanged initial bargaining proposals. A subsequent negotiation session was held on August 17.

Bargaining for a successor Contract takes place against the backdrop of a Board of Education (Board) directive issued in May and subsequent, significant, financial changes. The Board has directed its administration to bargain a cost neutral contract, i.e., wage freeze, with SSA-MTI. The Board's direction is that management balance its budget on your back.

However, since the Board directed the wage freeze, the District has received nearly \$10 million in additional funds to be used during the duration of this Contract. \$1.5 million came from a recalculation of State aid. Additionally, \$8,377,542 will come from President Obama's Educational Jobs Fund, and can only be used to rehire laid-off employees, restore hours cut, retain existing employees or hire new employees.

An overview of each parties' initial bargaining proposals is attached. **The Union proposed** changes to the staffing procedure for summer school positions, and creation of a paid visitation day for observing safety practices at other schools. In addition, the Union is seeking paid snow days; two (2) additional floating paid holidays; earlier notification of layoff, and increased options for use of one's Retirement Sick Leave Account.

The District's proposal contains several take backs, including expansion of management rights, in an attempt to reduce the number of issues which management is required to negotiate with the Union. The District also proposes to increase from fourteen (14) to twenty (20) days its exemption of the posting period requirement. The District is also attempting to define a semester as ninety (90) work days, which is seldom the case. The length of a semester is established in MTI's teacher negotiations. **Thus far, the District has made no wage proposal.**

We have another bargaining session scheduled for September 7. Soon thereafter, a Negotiation Update will be sent to all SSA-MTI members.

YOUR SSA-MTI BARGAINING TEAM

In accordance with the Bylaws of SSA-MTI, your Bargaining Team consists of your President and the Executive Director of MTI, or his designee. For the purposes of this bargain, the SSA-MTI Board of Directors has also added the SSA-MTI Vice President and Secretary to your Bargaining Team. Your Bargaining Team is: **Jeff Kriese**, SSA-MTI President (West High); **Sean Gray**, SSA-MTI Vice President (West High); **Kevin McGuire**, SSA-MTI Secretary (LaFollette High); and MTI staff representatives, **Jesse Reschke** and **Doug Keillor**.

The MMSD Bargaining Team consists of June Glennon, MMSD Employment Manager; Heidi Tepp, MMSD Labor Relations Attorney; Sharon Hennessy, MMSD Benefits Manager; and Sarah Love, MMSD Payroll Manager.

The following is a summary of the initial proposals presented by both parties:

CONTRACT SECTION	INITIAL UNION PROPOSAL	INITIAL DISTRICT PROPOSAL
I-A Management Rights	The Union proposes no change.	The District proposes to modify this Section, to explicitly identify and expand its management rights.
II-A Conference and Negotiation	Editorial date change.	Editorial date change.
III-A Salary	The Union will make its wage proposal within the next few bargaining sessions.	The District indicates that their compensation proposal is pending.
III-D Work Year Schedule	The Union proposes the addition of two paid floating holidays.	The District proposes no change.
III-G Extended Employment	The Union proposes to have the summer school positions filled on the basis of seniority.	The District proposes no change.
III-H Separation from Service	The Union proposes to enable retirees the option to use their Retirement Sick Leave Account, to pay for insurances provided by the Contract or to purchase non-District sponsored group health insurance or medicare supplement.	The District proposes that the sick leave cash payout option, currently suspended due to District concerns with IRS, be deleted from the Contract. The District proposes to eliminate the right of designated family partners to continue to receive benefits, after the death of a retired employee. The District asserts such is no longer allowed under tax laws.
III-L Undesirable Hours Premium Pay	The Union proposes creation of a pay differential for those working undesirable hours.	The District proposes no change.
IV-D Posting of Vacancies	The Union proposes no change.	The District proposes to limit transfer rights by increasing the no posting period at the beginning of the school year from 14 to 20 school days, and also the period before school starts from 14 to 20 days.
IV-J Staff/Hours Reduction	The Union proposes to increase the notification time for layoffs.	The District proposes no change.
VI-A Personal Illness Leave	The Union proposes no change.	The District proposes to define a semester as 90 work days, and limit the access to medical leave.
VI-E Leave of Absence	The Union proposes no change.	The District proposes to define a semester as 90 work days, and create the right to return to previous position if a leave of absence is less than one semester.
VI-I Holidays	The Union proposes to increase the number of floating holidays from two to four.	The District proposes no change.
VI-L Temporary School Closings, Delay in Opening, Early Dismissal	The Union proposes that SSAs be paid for up to two days per school year, when school is cancelled due to a snow day or other emergency.	The District proposes no change.
VI-Q Visitation Day	The Union proposes creation of a paid visitation day to observe safety practices.	The District proposes no change.