

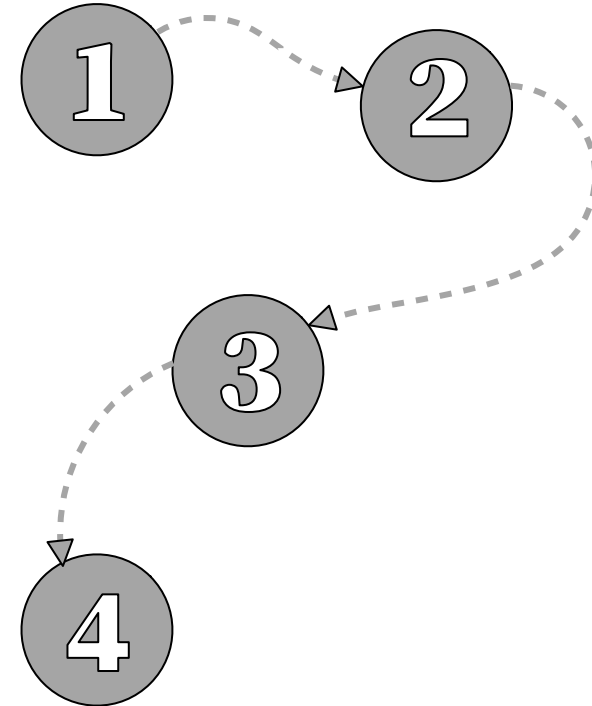
# Collective Bargaining in Alexandria City Public Schools



Education Association of Alexandria  
March 2024

# Agenda

1. EAA's goals for a CB resolution
2. Critical distinctions between EAA's and ACPS' proposed CB resolutions
3. After a CB resolution is passed -- EAA's approach to collective bargaining
4. Your questions



# EAA's Goals for a CB Resolution:

1. Create and nurture an **interactive, collaborative** working relationship between EAA, school administrators, and school board members
2. Recognize **EAA as a partner** in establishing fair labor policy and in improving educator working conditions and student learning conditions
3. Allow collective bargaining for **ALL** staff, with no one-sided restrictions on bargaining topics, a **democratic** election process, and no underhanded union busting
4. Promote engagement in the process by employees and administrators, not attorneys and experts, and thereby minimize the cost of collective bargaining to **maximize funds available for our students, schools, and community**

# Critical Distinctions: Definitions

## Employee

- Administrators and supervisors are employees
- “Confidential” should never eliminate entire departments

## Bargaining Unit

- Licensed
- ESP
- Administrative (RPS, FCPS, MCPS)

## Terms & Conditions of Employment

- Numerical limits prevent meaningful bargaining
- Numerical limits leave most employee concerns unaddressed

# Critical Distinctions: School Board, Employee & Union rights

## School Board

- Dialogue should never be “prohibited”
- Personnel policies ARE negotiable
- Emergencies are not escape hatches
- Board must commit to funding its agreement

## Employee

- Honor signatures on authorization cards
- Count all votes
- Allowing free riders is unconstitutional

## Union

- Must receive personal contact information not subject to FOIA
- Surveillance of Union worksite visits is coercive

# Critical Distinctions: Election Procedures

## Showing of Interest

- Signatures are valid; expiration dates are unnecessary

## Voting

- Participation threshold disenfranchises voters and is undemocratic

## Decertification

- Triggered only by employee action, never by the School Board

# Critical Distinctions: Bargaining Procedures

## Scope

- 40.1-57.2 authorizes bargaining over “any matter relating to [employees] or their employment or service”
- Wages, hours and scheduling, retirement, benefits, health and safety, work rules, evaluations, discipline, quality of life issues, and other terms and conditions of employment

## Impasse

- All parties must be bound by mutual decisions reached during bargaining & mediation
- All parties must be bound by decisions of LRN

## Evergreen

- All parties on equal footing to modify existing CBA through negotiations
- CBA terms remain in full force and effect until superseded by new mutual agreement

# EAA's Vision for Negotiating a CBA

<b>EAA will:</b>	<b>Why?</b>
<b>Be represented in bargaining by our members</b>	<ul style="list-style-type: none"><li>• EAA members are ACPS employees. They know our community, our schools, our students.</li><li>• Bargaining is collaborative, NOT adversarial.</li><li>• Attorneys do not work in our schools or with our students. Their hourly fees greatly reduce the funding available for a strong CBA.</li></ul>
<b>Survey employees in all job titles on their bargaining priorities</b>	<ul style="list-style-type: none"><li>• The CBA covers everyone in the bargaining unit; we take seriously our duty to fairly represent employees in bargaining.</li><li>• ACPS employees <i>are</i> EAA. We are stronger together.</li><li>• This hard work is already underway and ongoing.</li></ul>
<b>NOT strike</b>	<ul style="list-style-type: none"><li>• Virginia law continues to prohibit strikes.</li><li>• We understand that collective bargaining is permissive, not mandatory.</li></ul>