



## **A Joint Communique from the ARE and RUSD Bargaining Teams**

**Negotiation Session:** January 31, 2019

### **Participants:**

Emily Gonzalez, Facilitator	Sharyn Sigler	John Petersen
Vanessa Ramirez	Alex Flores	Kelly Iwamoto
Dennis Bixler	Michael Tincup	Carlos Ochoa
John Martinez	Shoshana Yudin	Greg Pryor
Derek Hollingsworth	Melissa Valore	

### **Summary:**

ARE and RUSD held their first Interest Based Bargaining session for a successor agreement on January 31, 2019. We began the day with agreement on group norms and confirmed the three articles that would be covered for the day's agenda. Each group presented interests for the following articles:

- Article IV- Association Rights/Organizational Security
- Article XII- Leaves
- Article IX- Evaluation Procedure

### **Articles Discussed:**

- **Article IV – Association Rights/Organizational Security**  
Both teams shared their interests pertaining to the following:  
Revising current contract language to reflect recent changes in legislation and the Supreme Court ruling in the Janus v. AFSCME case.  
Revising current contract language regarding ARE President's release.
- **Article XII – Leaves**  
Both teams shared their mutual interest to make revisions to Parental Leave to reflect recent changes in legislation. RUSD shared their interest in revising the current contract language for Personal Necessity Leave.
- **Article IX – Evaluation Procedures**  
Both teams received copies of the current evaluation forms being utilized for all paths. RUSD shared their interest in revising evaluation forms to reflect current professional standards, particularly for the non-classroom educators. ARE shared its interest in a fair and consistent evaluation process for all members.

### **Next Steps:**

Begin the process of charting issues and interests for the remaining articles and highlight the areas of mutual interest. The remaining articles are:

- Article VII- Hours, Duties, Work Year
- Article VIII- Class Size
- Article XII- Health and Welfare Benefits
- Article XIV- Salary Schedules and Rules
- Article XVI- Early Retirement
- Article XVIII- Safety

Next Meeting: February 22, 2019