



Table Talk

August 18, 2022 – Negotiations

Hello RESPA members,

Your negotiations team has submitted our initial contract proposal for the upcoming 2022-2023 negotiations. The team reviewed the contract multiple times to address the few surveys we received and opened articles that needed clarity that would benefit our members.

Your negotiations team is here because we care about our members and will continue striving to get the best outcome possible; this includes salary adjustments and benefits.

We encourage our members to get involved and read our Collective Bargaining Agreement.

RESPA's Initial Proposal was submitted to the district on June 10th for the June 14th Board Meeting. The board deferred our proposal presentation until July 12th's Board Meeting.

OPEN ARTICLES:

- ARTICLE 4 NEGOTIATIONS PROCEDURES
- ARTICLE 5 ASSOCIATION RIGHTS
- ARTICLE 6 PAY AND ALLOWANCES
- ARTICLE 7 HEALTH AND WELFARE BENEFITS
- ARTICLE 8 LEAVES
- ARTICLE 9 PROFESSIONAL GROWTH PROGRAM
- ARTICLE 10 HOURS OF EMPLOYMENT AND OVERTIME
- ARTICLE 13 EVALUATION PROCEDURES
- ARTICLE 14 SELECTION/REASSIGNMENT/TRANSFER/PROMOTION
- ARTICLE 16 CLASSIFICATION AND RECLASSIFICATION
- ARTICLE 17 VACATION
- ARTICLE 19 GRIEVANCE PROCEDURE
- ARTICLE 21 LAYOFF AND REEMPLOYMENT
- ARTICLE 23 BUS DRIVERS HOURS AND ASSIGNMENTS
- ARTICLE 25 SAFETY CONDITIONS OF EMPLOYMENT
- ARTICLE 27 DISCIPLINARY PROCEDURE
- ARTICLE 28 CONTRACTING OUT FOR SERVICES
- ARTICLE 33 COMMITTEES

- APPENDIX A-1 CLASSIFIED BARGAINING UNIT SALARY SCHEDULE
- APPENDIX F
- APPENDIX G

To see the entire proposal on the Board Meeting minutes, please go to:

June 14th, 2022:

<https://agendaonline.net/public/Meeting.aspx?AgencyID=108&MeetingID=86833&AgencyTypeID=1&IsArchived=False>

July 12th, 2022:

<https://redlandsusd.primegov.com/public/portal>

Our first day at the table is August 31st. The negotiations team wants our members to know because our entire contract is open this year, and there will be a lot to discuss. This process will be slow and intense, so please be patient. A table talk will be sent after each date we are at the table. We have two other negotiation dates scheduled: September 7th and September 20th.

We are putting forth our best effort to enhance our contract. We truly need your support!

Respectfully,

The Negotiations Committee

- Candy Blanco: Child Nutrition Services - candyrblando@yahoo.com
- Jose Castaneda: Transportation - 86elcowboy@gmail.com
- Michelle Moore Padilla: mmm.padilla@gmail.com
- Sony Stewart: sony.stewart@yahoo.com