

ESPBC 2020- 2021 Negotiations Summary



Agenda

- Meeting Agreements
- ESPBC/BCPS Negotiations
- Impasse
- Effects of Impasse
- Questions



Meeting Agreements

- Remain on mute until recognized.
- The meeting is not being recorded.
- Hold all questions until the end of the presentation because your question may be answered during the presentation.
- Raise your hand to speak and wait to be recognized.
- If you are unable to access the raise your hand feature, put your name in the chat to be added to the cue.
- A summary of this meeting will be shared with all members.

Negotiations Process

The team surveys the membership every two years to determine negotiations priorities.



Negotiation Teams



- Jeannette Young, chief negotiator
- Joe Coughlin
- Kaye Leonard
- Deborah Powell
- Glen Galante, Consultant
- Selesté Harris, Consultant



- George Duque, chief negotiator
- Joelle Bielski
- Bridget Bushman
- Leah Metzger
- Kelly O'Connell
- Danielle Peregoy

Process for Creating Master Agreement

- The process is called negotiations.
- ESPBC gathers information from the membership.
- Members of ESPBC meet with representatives of BCPS.
- ESPBC shares proposals to improve working conditions, healthcare, and salary.
- BCPS attempts to preserve the benefits and gains to meet their needs/goals/objectives.

Process for Creating Master Agreement (continued)

- This results in a give and take by both parties.
- Once general agreement is met, the membership and the Board of Education vote on the agreements.
- If an agreement is met, a new master agreement is published.
- If an agreement is not met, impasse is the process used to facilitate an agreement.

2020-2021 Negotiations Calendar

- June 2020: ESPBC negotiations team prepared and prioritized the negotiations proposals
- November 2020: ESPBC and BCPS negotiations teams met for updates to the 2021-2022 Master Agreement
- November 2020: Ransomware
- January 2021: ESPBC and BCPS negotiations teams resumed meetings
- January-May 2021: Board responses to all ESPBC proposals were “NO”
- May 2021: ESPBC filed for impasse

ESPBC Summary of Proposals

- Inclement Weather
 - 12-month employees would have the ability to request to work remotely on days when schools are closed for inclement weather.
- KRONOS
 - Bargaining unit members would no longer have to swipe in and out for lunch.
- Sick Leave Bank
 - ESPBC would separate from the Unified Sick Leave Bank.
- Restructured pay scale
 - The restructured scale would ensure the equivalent of a step and 2% for ALL bargaining unit members. There would also be compensation for all bargaining unit members because of the extension of the student day.
- No furloughs, no layoffs

BCPS Summary of Proposals

- Duty Day for Interpreters and Paraeducators
 - The duty day would be increased from 6.5 hours to 6 hours and 45 minutes.
- Pay
 - All eligible employees would receive steps July 2021 and a 2% COLA in January 2022.

Impasse



What is impasse?

- Impasse occurs when ESPBC and the BCPS are not able to reach an agreement. No new Master Agreement is published for July 1.
- Public School Labor Relations Board (PSLRB) oversees the impasse process.
- June 17, 2021: ESPBC filed for impasse.

- Next steps:
 - Mediation: Mediation occurs between ESPBC and BCPS to help reach a tentative agreement.
 - Ratification: Upon completion of the mediation process, the outcome of the mediation will be shared with the membership for ratification.



What's next?

- The ESPBC Master Agreement remains as status quo until the impasse and ratification processes is completed. Therefore,
 - No steps will be afforded July 1.
 - No 2% COLA may be afforded in January 2022.
- The impasse process is slow. ESPBC Negotiations Team may call on you to participate in collective actions towards the Board of Education.



FREQUENTLY

ASKED

QUESTIONS

Will we receive steps in July and 2% COLA in January as announced by the County Executive?

- If ESPBC accepted steps and 2% COLA as presented, 47% of the bargaining unit would receive “**ZERO**” increase in pay until January 2022.
- While it is the contention of BCPS that they do not have the funding for the proposed restructured pay scale, BCPS is planning to return an estimated \$30 million of unused funds from the 2020-2021 fiscal year to the Baltimore County government.
- ESPBC negotiates with BCPS and not County government.
- BCPS says they are unable to fund ESPBC’s proposed pay scale.
- It is the contention of ESPBC that BCPS has additional revenue sources to fund the restructured pay scale
- No bargaining unit member will be afforded steps or COLAs until the impasse process is finalized.

Am I required to work an additional 15-minutes?

- Article 7.2: The [interpreters and] paraeducators' duty day shall be six and one-half (6 1/2) consecutive hours, not including an unpaid duty-free lunch period of thirty (30) minutes.
- The 15-minute extension of the student day has no impact on the contracted duty day of ESPBC.
- If an ESPBC bargaining unit member is asked to work or works beyond the regular duty day, get an agreement in writing that you will be paid. DO NOT accept comp time (see Article 7.3 of the Master Agreement).

How long will the impasse process take?

- It is possible that changes may not be seen from a few months to over a year.
- There is no specific timeline.

Will members will continue to receive extra differential to substitute for teachers?

- The MOU that afforded \$20/hour for members who substitute for teachers expires June 30, 2021.
- If you are asked to substitute or cover for classes, you have the ability to decline the request.
- If you choose to substitute, there is no additional compensation.
- There are currently no subsequent MOUs in discussion.



Additional
questions???
