



ACE Newsletter: April 27, 2023

Psychologist Bargaining Likely Headed To Mediation

Over the past year, the ACE Bargaining Team has tirelessly worked on negotiating a contract with the district to secure the resources our students – [who are facing an unprecedented mental health crisis](#) – need and deserve.

This includes things such as [competitive salary](#) to address the [urgent need](#) to recruit and retain the most talented staff, [adequate staffing ratios](#), [reasonable workloads](#), and [improved working conditions](#). You can see all of the proposals [here](#).

After 30 bargaining sessions, we have tentative agreements on many proposals, but are at an impasse on some final items.

The district's first salary proposal last year was an insulting 2% raise. Since then, community members, fellow educators, and Psychologists and MHSPs themselves have advocated for attracting and retaining the staff our students deserve. The District made some movement but they have yet to give a meaningful explanation as to why they are rejecting ACE's proposal, especially when they're able to put far more than this each year into non-mandatory reserves.

After this week and our two sessions of bargaining, it is now evident that we have no other choice than to submit a request for mediation to the Public Employee Relations Board (PERB.) This is a step to move the negotiations forward when the two parties are at an impasse.

Being a unionized district is new to Clovis, so we'd like to provide some information about what mediation is – and why having another pathway to an agreement is a GOOD thing!

What is a "Declaration of Impasse" and what happens next?

If it's clear that the bargaining teams aren't going to reach an agreement on their own, one or both parties can declare an impasse.

Who are mediators, and why are they beneficial?

This requires submitting [documentation](#) to PERB describing what has already been agreed upon, what is still outstanding and why a mediator would be able to help break the impasse.

PERB then can either (1) declare an impasse exists and appoint a mediator or (2) send everybody back to bargaining.

Mediators have backgrounds in management and/or labor. They are hired for their knowledge, skills, and experience in collective bargaining.

Mediators endeavor to permanently improve the bargaining and working relationship between management and union bargaining teams.

Mediators maintain strict objectivity, neutrality, and confidentiality while trying to open new avenues to problem solving.

Mediators can get stalled negotiations going again and improve the bargaining atmosphere. They are trained in negotiations and conflict resolution.

What happens during mediation?

Both bargaining teams and the mediator will meet together to go over the rules of mediation.

Then the mediator will have a conversation with each group separately to gather information about their perspective.

The mediator will go back and forth between the bargaining teams to try to get each party to move closer to agreement. **It's the mediator's job, if possible, to get the parties to reach a mutually beneficial agreement!**

If the mediation is unsuccessful at the end of the first day the mediator can either tell the bargaining teams to return for another session or send the negotiations off to fact finding. Usually, if the two sides are close, a second day will occur. If everybody is stuck on their perspective, fact finding is the next step.

CALENDAR

April - May 2023

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
23	24	25	26	27	28	29
	Psychs MHSPs Bargaining			Psychs MHSPs Bargaining		
30	1	2	3	4	5	6
	Psychs MHSPs Bargaining				CINCO DE MAYO	
7	8	9	10	11	12	13
	Psychs MHSPs Bargaining		CUSD Board Meeting			

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