

# “We Can’t Wait” Bargaining Campaign



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IPC

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# What is it?

Coordinated Bargaining Campaign  
Involving 77,000 Educators in 32  
California School Districts Serving  
1 Million Students.

# What is it?

- Saying “we can’t wait” for Washington to get its act together and unwilling to wait any longer for the schools students deserve, 32 local educator unions across California are joining together to coordinate their contract bargaining on common issues.
- Selected associations will approach their local school districts with the shared priorities of the campaign.
- Common topics: improved class sizes, more resources for students, better wages and benefits.

# Impetus

A report, [The State of California's Public Schools](#), conducted by GBAO Strategies for the California Teachers Association and released last month, found that four out of 10 educators surveyed are thinking about leaving the profession because they're not getting the support they need in school and can't make ends meet at home.

- 84 percent of the teachers surveyed cannot afford to live near their schools.
- 81 percent say their salaries are not keeping up with rising costs for groceries, childcare and other necessary expenses.
- 80 percent have concerns that they would not be able to cover an unexpected cost.
- 69 percent cite high, out-of-pocket, and often inadequate healthcare costs eating into their paychecks.

# What School Districts are Affected

Albany City USD

Anaheim Union High School  
District

Berkeley USD

Dos Palos Oro Loma Joint  
USD

Fairfield-Suisun USD

Farmersville USD

Hayward USD

Lincoln USD

Live Oak Elementary

Livingston Union Elementary

Los Angeles USD

Los Banos USD

Lynwood USD

Madera USD

National Elementary

Natomas USD

Nevada Joint UHSD

Oakland USD

**Riverside USD**

Sacramento City USD

San Diego USD

San Francisco USD

**San Jacinto USD**

San Jose USD

Saugus Union Elementary

Soquel Union Elementary

Twin Rivers USD

Ventura USD

Washington USD

West Contra Costa USD

Whittier City Elementary

Woodland Joint USD

# Why These Districts?

- Similar Contract Expiration Dates.
- Ability to coordinate (multi-year process).

# Common Questions

- Is it legal?
- My District is listed, what can I expect?
- My District is not listed, what can I expect?
- What should we do?

# Is it Legal? Coordinated v. Coalition Bargaining

Decision 2402M – County of Solano:

PERB distinguishes between the negotiations of separate unit agreements during common sessions (“coordinated” bargaining) and the merger of negotiations for two or more units (“coalition” bargaining).



# Is it Legal? Coordinated v. Coalition Bargaining

Decision 2402M – County of Solano:

- (a) In coalition bargaining, negotiations are directed toward similar contracts, containing the same or similar provisions and the settlement of each contract is usually dependent upon the settlement of others.
- (b) “Coordinated” bargaining involves communication and accommodation among different bargaining agents, but independent decision making in separate bargaining processes.
- (c) “Coalition” bargaining implies a “de facto merger” of bargaining units, or an effort to achieve that end.

# Coordinated v. Coalition Bargaining

Decision 2402M – County of Solano:

***To prevail on a theory that a party has refused to bargain by insisting on coalition bargaining, the charging party must prove that the responding party refused to bargain unless the bargaining units met jointly or that settlement of one contract was conditioned on the settlement of another contract.***

# My District is listed, what can I expect?

- Common proposals, especially on safety, class size, wages, and special education.
- Hard bargaining.
- Lack of movement at the table.
- Urgency to go to impasse.

# My District is not listed, what can I expect?

- Potential use of common proposals.
- Hard bargaining, but slow movement.
- Slower bargaining progress.
- Less of an urgency to go to impasse.

# What do we do?

- Continue bargaining using the same methodology you have used in the past.
- Make connections with the local units.
- Ask questions. In particular, ask for the “why.”
- Look for signs of coalition bargaining.
  - Statement concerning other bargaining units;
- Don't rush to impasse!

# Questions & Answers

# Thank You

For questions or comments,  
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