

The CEA Negotiations Team, in consultation with the Executive Board, recommends a **YES** vote, Monday, March 7, on the 2009-2011 contract.

A “no” vote means that you are betting your contract against the passage of the budget repair bill. ***That’s what’s at stake, and the odds are heavily against you. There is no information coming from WEAC or other stakeholders close to the action that the BRB, or something very close to it, will be defeated. Passage is expected.***

Gamblers who go all in, with something like the contract on the line, do it when there is something of much greater value to win. With the odds virtually certain that the BRB or something close to it passes, these are the four purses:

A “no” vote, and BRB passes or mostly passes, you have no contract.

A “no” vote, and somehow the BRB is defeated or mostly defeated, you arbitrate the 2009-2011 contract and
 win: a somewhat higher salary schedule, or
 lose: and have whatever contract the district submits for arbitration;
 you bargain the 2011-20xx contract against the impact of the 2011-2013 state budget.

vs.

A “yes” vote, and BRB passes or mostly passes, you have a contract this year and three guarantees for next year.

A “yes” vote, and somehow the BRB is defeated or mostly defeated, you have a contract this year, and you’ve limited your right to bargain the next contract in three areas, and will bargain the rest against the impact of the 2011-2013 state budget.

Or looking at the likelihood that the bill passes another way:

Voting <u>YES</u> to the 2009-2011 contract with three concessions:	Voting NO:
<p><u>Guarantees ALL contract provisions through June 30:</u> guarantees your salary schedule; guarantees layoff with recall rights rather than nonrenewal; guarantees a grievance procedure; guarantees that the employee’s 5.8% WRS contribution will not be applied to 2010-2011 earnings; guarantees your insurances at current levels and co-pays. <u>For 2011-2012:</u> guarantees your current salary schedule through next school year* (with chance to bargain up to a cost-of-living increase); guarantees a minimum of 600 prep minutes at the middle and elementary levels; guarantees a maximum 8-hour day. <i>*In answer to the question that came up Friday: the schedule will not be reduced.</i></p>	<p><u>Eliminates your contract in its entirety.</u> We can bargain only to restore a base salary schedule. There are no other contract provisions. None.</p> <p>Starts the 5.8% WRS deduction immediately upon the budget repair bill’s publication.</p> <p>Means individuals who would have been laid off will be nonrenewed.</p> <p>Means that members, even post-probationary members, may be terminated with no recourse beyond the school board.</p>

