

February 12, 2018

Again, we find ourselves in the exact same position that we were in almost a year ago. Dr. Arlotto is using the threat of having 12-month Unit IV employees not participate in a “four day work week” this upcoming summer as a means to force Unit IV employees to panic and in turn put pressure on the SAAAAC Bargaining Team to **BLINDLY** agree to the Board’s proposal related to a Four Day Workweek for summer 2018.

What do I mean by **BLINDLY**? What was NOT told to you in the BOE memo is that AACPS Chief Negotiator Melisa Rawles (Director of Employee Relations) has not made a formal proposal to SAAAAC relative to a four day work week for summer 2018. Until the memo was released on Friday, SAAAAC had been provided **no** details.

We have had two bargaining sessions since November 2017.

- At the first session (November 16), Rawles asked us to make the Four Day Work Week a “mutual” topic of bargaining. SAAAAC initially agreed based on our belief that “mutual” meant we had input in the development of the details. After further discussion, Rawles informed us that her concept of “mutual” meant that we (SAAAAC) only agreed with the concept and they (BOE) determined the details. After they (BOE) determined the pertinent details (start date, end date, overall length, usage of sick leave, usage of annual leave, normal hours vs, extended hours, etc.), we (SAAAAC) then get to agree or disagree but how can we make counter-proposals if they have already made proposals or entered into agreements with other unions.
- Our next session was February 2, we reaffirmed our desire to have input into the pertinent details. Rawles offered no response.
- As we stated last year, bringing proposals to YOUR Bargaining Team **AFTER** discussing or negotiating with other unions where they have “locked in” the dates and working conditions prior to giving YOUR Bargaining Team any input is unacceptable. We again ask you, are we the least important? Feels like it doesn’t it...

For those who are not aware, the concept and details of a four day work week are not in the Negotiated Agreement. We have negotiated the four day work week EACH YEAR since its inception. What has made these last two years so different and difficult? I wish I had an answer for you. Is it because we (SAAAAC) are demanding a larger voice in regards to our working conditions? Is it because we (SAAAAC) are filing grievances when AACPS Management violates the Negotiated Agreement? Is it because we are educating Unit IV employees to stand up for themselves?

We will continue to work hard on your behalf. We will continue to work to ensure that you have input into your working conditions.



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Our next negotiations session is tentatively scheduled for March 5. We will update you after such.

I would like to thank Dr. Arlotto (Superintendent), Jessica Cuches (Executive Director of Human Resources and Melisa Rawles (Director of Employee Relations/AACPS Chief Negotiator) for directing Unit IV employees to “bargaining unit leadership” thus helping bring seven new members into SAAAAC today. These seven individuals were more than willing to hear our side of the story and then felt they needed to be a member of our Association/Union.

Also, I feel it necessary to say thank you to the SAAAAC members for no panicking, for not flooding the office with phone calls and offering encouragement and support. We will move forward.

Helen Wilkerson, President