



Collaborative Bargaining Session
PCTA Building
650 Seminole Blvd., Largo, FL 33770

April 22, 2015 – 5 p.m.

Agenda - Minutes

- Define processes to be used for collaborative bargaining
All unions were brought together to discuss and gauge everyone's interests as a large group or small group. An overview of unions was discussed and how PCTA/PESPA, PBA, SEIU want to handle bargaining. What are the common issues? Need to define terms for the group – BLT (Bargaining Leadership Team)
 - Role of large group – all units (EWBS)
Create language that everyone could agree to – would like to move in that direction. BLT would identify large issues for each bargaining unit; assign to small groups for work; bring back to BLT who makes the decision.
 - When to separate units
Divide into subgroup(s) and generate list of topics and prioritize; large group would then reconvene and determine the top three items. Meet once a month – last Friday of month and bring lunch – as discussed and agreed by consensus during the training. When the group reached an agreement – bring to BLT.
 - When to use small group
Get together – September / October.
EWBS (healthcare advisory committee) meets regularly and makes recommendation on healthcare to BLT.

Dr. Corbett recommended calling this group BLT; having representation from all unions
Laurie Dart questioned if the description of the composition/role of BLT had been defined?
The following groups were suggested -

- EWBS – healthcare (huge) group
- Professional Development advisory group
- Employee work systems – Uniserve group
- Evaluation systems - Appraisal advisory group

Bruce Proud stated that the only way these groups could work is if they are sanctioned and structured by this group (BLT) and their role and authority is clearly articulated.

We don't want to go backwards – develop basic list of all issues and identify groups to discuss.
It was agreed that the training held was helpful.

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Mr. Ciranna stated that we need to define whether the issues should involve the larger group or the smaller group. It was agreed that the quality of subgroups needs to have the right people and who is running them is important.

EWBS – the sole purpose is healthcare advisory which makes recommendations to BLT. It was suggested that the name be changed to Healthcare Advisory Committee.

BLT – need to clarify what they can and cannot do and define the role/authority/composition – not just the existence. BLT would have representation from administration, PCTA, PESPA, SEIU, and PBA.

Mr. Ciranna – BLT advisory group consistency would be 26 members (26 - 10 admin, 2 SEIU, 10 PCTA, 2, PESPA, 2 PBA). Each of the union presidents would report out and would know what other issues are taking place. Keep the minutia from the meeting.

For example, one of the current issues is the plant operators are not being replaced through attrition. It is a major issue concerning that group.

Identify large issues; assign to small groups for work; bring back to BLT who makes decision. Some of the issues identified are:

Compensation	Safety
Salaries (connected to healthcare)	Safety of students
Comp-time	Safety of teachers
Supplements	Safety of ESPs and all others
Stipends	Bullying / Harassment
Employment (staffing models)	Buses
Buses	Facilities / Storage
ESPs	Student discipline
Interns	Student attendance
Time	Working Conditions
TDEs	Transfers
Buses	Contract renewals or non-mentoring/support
Student Attendance	Equity
Leaves	Termination without cause
Sick leave bank	Loss of Prevention
Meetings	Resolving language inconsistencies
Lunch and breaks	Technology
Planning time: time sanctity	Communication
Early release	Evaluations
Calendar	Training
Coverage: subs; testing	Materials
Trade days	Class size
	Number of preps
	Master schedules
	School Hours

Next step – Do we need to memorialize the process after the bargaining takes place?

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- Identify common issues
Recommend where we start in subgroup; need to develop a process to clarify the issue – before we talk about the priority. Work on that before we get together. Determine the issue for each item and then determine what items need to be completed.
- Discuss supplements on page 17 of the compensation manual
The Senior Compensation Analyst is reviewing and comparing supplements in surrounding counties to our current supplements to determine any proposed additions/deletions and possible increases.