

Negotiations Update – April 26, 2107

The update contains information on the following subjects:

- SAAAAC Salary Proposal
- Additional Info on Check Stubs
- Vacation
- Four Day Work Week
- Increase Payroll Technicians (only) to 7.5 hours per day
- Involuntary Transfer ("Excessing")
- Binding Arbitration
- FY2018 Health Care (Plan Design and Premium Splits)

SAAAAC Salary Proposal

SAAAAC proposed a COLA of 1.4% and one step increase for all eligible Unit IV employees for FY18.

Also part of the FY18 proposal (that was put forth by the BOE Team) is a "catch up" step for those Unit IV employees that were employed during the 2009-10 school year. If you recall, we didn't receive a step increase that school year. Approximately 941 current Unit IV employees would be eligible for this "catch up" step. We have serious concerns as to whether or not this will actually be funded by the County Council.

Lastly, there is a proposal that those who are currently at Step 25 are to receive an additional 1% "enhancement". We have asked the BOE Team how they plan on implementing this without adding additional steps to the current salary schedule (Appendix A). We were told that such would be in the form of a "ghost step". What does that mean? This means that an "invisible" 26th step will only be available to the approximately twenty five (25) individuals who are currently at the maximum step. No other Unit IV employee would be eligible to move to this "invisible" or "ghost step" in future school years. The SAAAAC Bargaining Team is looking at alternate methods to accomplish the same goal.

Additional Info on Check Stubs

As previously stated, SAAAAC made a proposal to include each employee's hourly rate of pay and Grade/Step on pay stubs. The proposal was originally made on February 16. Two bargaining sessions passed without a response from the BOE Team. On April 26, the BOE Team stated that in order to add this information to each person's check stub or the new Employee Self-serve System (ESS), they would have to have a "computer programmer" modify the current system thus they (BOE) would incur a "cost". When questioned as to how much of a "cost", they responded that they didn't know how much. The SAAAAC Bargaining Team asked that they provide us with the anticipated cost.

Vacation

The BOE Team and the SAAAAC Bargaining Team both made counter proposals relative to the use of seniority in the scheduling of vacations/annual leave. We believe we are very close to resolving this issue.

Bundled Offer

1. Four Day Work Week
2. Increase Payroll Technicians (only) to 7.5 hours per day
3. Involuntary Transfer ("Excessing")
4. Binding Arbitration

In an effort to move the above items forward to a point of resolution, the SAAAAC Bargaining Team "bundled" the four above items together in an "all or none" offer. SAAAAC is willing to remove all modifications/addendums that we have proposed to the BOE proposed Four Day Work Week. We are willing to accept the BOE proposal to increase the daily hours of the Payroll Technicians (only) to 7.5 hours per day if a study regarding the examination of work hours of all job classifications is completed within one year after ratification. We are willing to accept a modest change to the Involuntary Transfer language (BOE proposal would allow an effected individual to remain at the current work location if a vacancy exist in another job classification as long as such transfer does not increase the number of hours per day or the length of the work year) if SAAAAC receives written notification from the BOE when they invoke the Involuntary Transfer process. The BOE agrees to Binding Arbitration ([click link to see a detailed explanation of the concept of binding arbitration](#)). **Again, this is a bundled offer. If the BOE can't agree to all four components, then we are back to bargaining each item individually to resolution. The ball is in their court.**

Health Care (Plan Design and Premium Splits)

To be addressed in a separate communication.

The next negotiation session is scheduled for May 10, 2017.

Bradley Darjean
Maryland State Education Association
Secretaries & Assistants Assoc. of Anne Arundel Cty
2521 Riva Road, Suite L3
Annapolis, Maryland 21401
[\(410\) 266-3133](tel:4102663133) o
[\(410\) 352-6110](tel:4103526110) f
[\(443\) 758-7985](tel:4437587985) c