

# JESS NEWSLETTER

Juneau Education Support Staff

Nov 2011

## NEGOTIATIONS 101

This is meant to be a very brief overview of the negotiations process.

Negotiations is the exercise of renewing the collective bargaining agreement upon expiration and establishing a new agreement. When a contract is up for re-negotiation, each and every term and condition of the contract is open and subject to negotiations. Anything and everything is subject to change, and the change may be an improvement or a reduction.

The union is usually the moving party in negotiations and notifies the employer that it wishes to negotiate a successor agreement. JESS did so on October 14, 2011, in accordance with the notification provisions of the agreement.

Each party conducts its own preparations for negotiations. Those preparations typically include: reading and pondering the contract, individually and collectively; identify provisions that do not work or have been the subject of problems or disputes during the current agreement; hold proposal meetings with members; develop and disseminate a survey for member response and input.

Proposals are then developed and drafted by the team. Under PERA (Alaska Public Employment Relations Act) school district opening proposals must be submitted for public review and comment before substantive negotiations between the union and district can begin. Proposals become public documents and are available to anyone interested

and the subject of an open agenda discussion item at a School Board meeting. Based on public comment, management's analysis and School Board direction, the District will then prepare its initial proposal, which will be subject to the same public process. Then the parties commence negotiations.

Presumably a tentative agreement will be reached regarding a new contract. When that happens a membership ratification meeting will be scheduled in which full copies of the tentative agreement will be distributed, the agreement will be discussed, and a vote to accept or reject the tentative agreement will take place.

While working through the negotiations process the JESS Negotiation Team works and aspires to maximize communication, but recognizes that communication efforts are not always successful, even when diligent and sincere efforts are made. It is imperative that all of JESS work together – members, Employee Reps, Support Committee (which we would like to have, members please contact any E-Board member or negotiator to volunteer), the E-Board and negotiators. Please feel free to bring questions and criticisms to the Support Committee or to any negotiating team member, but also endeavor to be positive, supportive and focused on helping JESS to be as successful as possible in these upcoming negotiations.

Thank you to Pete Ford, APEA for the above information.

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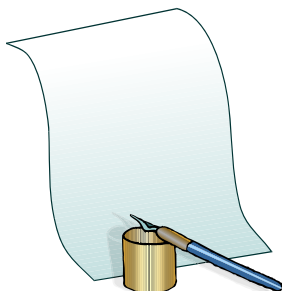
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## JESS

### Exec Board

- **PRESIDENT:**  
Cricket Curtain
- **VICE-PRESIDENT:**  
Billy Richardson
- **TREASURER:**  
Pamela Tippets
- **SECRETARY:**  
Molly Hillis
- **PARLIMENTARIAN:**  
Jennifer Johnson
- **COMMUNICATIONS:**  
Jennifer Knaggs
- **EMPL REP COORD:**  
Denise Scanlon
- **APEA/AFT REP:**  
Pete Ford

## Dear JESS



Dear JESS,

Why a "Dear JESS" column in the newsletter?

– Wondering in Juneau

Dear Wondering,

"Dear JESS" will hopefully not only be a fun way to communicate but also answer questions that you, and probably others have been wondering about.

\*\* Please send Dear JESS questions in care of Molly Hillis (DZ) at: [molly\\_hillis@isd.k12.ak.us](mailto:molly_hillis@isd.k12.ak.us) or to Molly by inter-office mail to Dzantik'i Heeni.

\*\* Dear JESS responses are a collaborative effort, no one person claims to know-it-all.

**The Calendar Committee meeting** that was scheduled for Monday, November 14th was cancelled due to the weather.

**APEA HEALTH TRUST Admin Asst, Nancy Womack (789-0182), can answer questions about health coverage.**

**Our Trust Reps are:**

- 1) Sally Millay
- 2) Dennis Geary
- 3) Chet Durand

## JESS EMPLOYEE REPS

Denise Scanlon is putting together the list of EMPLOYEE REPS. This is the list she has received from the APEA office as of 11/18/2011.

If this information is not current or you have questions. Please contact Denise Scanlon at [moosepower@gci.net](mailto:moosepower@gci.net) or Auke Bay Elem. School.

Once Denise has an updated list; we will post it in another newsletter.

Anita Evans

Bonnie Lanz

Darlene Thornton

Denise Scanlon

Glenda Lindley

Grace Elliott

Julia Black

Monica Casipit

Nancy Arasmith

**NEXT JESS E-BOARD MEETING:**

December 14th \* 5pm \* Dzantik'i Heeni Middle School Library

**The Negotiation Team will meet with the District on December 16th**

This is the first meeting and will likely consist of introductions, setting of ground rules and meeting dates, times being set. Our team currently consists of Cricket Curtain, Jennifer Johnson, Molly Hillis, and Billy Richardson.

(Deb Lewis is the Alternate and Pete Ford is our APEA Rep.)

**Do you want to be on the NEGOTIATIONS SUPPORT COMMITTEE?**

The JESS Negotiations Team would like to form a support committee that would help the team during the negotiation process by investigating parts of negotiation proposals, being available to bounce ideas off of, and show solidarity during the actual negotiations with district.

**If you are interested...**

**please contact JESS President Cricket Curtain ([cricket\\_curtain@jsd.k12.ak.us](mailto:cricket_curtain@jsd.k12.ak.us) or 523-1614) or JESS Secretary Molly Hillis ([Molly\\_Hillis@jsd.k12.ak.us](mailto:Molly_Hillis@jsd.k12.ak.us)) by Dec 15th, 2011.**

MEMBERS KNOW...

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FOR ANYTHING**



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**AND THE WINNER IS...**

**Cheryl Adelmeyer!**

Cheryl from Glacier Valley has won the JESS Logo Contest. We will be working with Cheryl to finalize the design and then order forms will go out for apparel orders.

**Thanks Cheryl!**