



August 5, 2011

Dear Members of UTM,

On July 22nd, UTM met with the Monroe County School District. **No agreements were reached.** To recap the meeting the Monroe County School District hired a labor attorney to represent them. He began the meeting with, "We are wiping the slate clean and starting over." He proceeded to list the necessary cuts that we are facing as a result of budget reductions. UTM responded that the School Board told the public that the meeting on July 22 was to be a curative meeting to settle the status of the two letters of understanding that were ratified by the employees on June 9th. When could UTM expect that the Board would ratify these two letters? Furthermore, by unilaterally implementing the three furlough days in the employees' pay, they have committed an Unfair Labor Practice (which UTM filed with the Public Employees Relations Commission on July 29th.) I reiterated to the District that UTM and MCSDD have two agreements signed by both parties. UTM ratified those agreements. The District has no intentions of ratifying the agreement, yet they have unilaterally implemented it.

There is language in both the teacher contract and the SRP contract which states,

"ARTICLE XXIX: BUDGET REDUCTION

Should the Board be compelled by economic conditions to reduce the budget and if that reduction directly and materially affects wages, hours, terms and conditions of employment, the parties agree to negotiate the impact of such reduction upon the provisions of this contract."

UTM agreed that we would bargain the impact of the Budget Reductions but that UTM needed more information than the MCSDD had provided and once we received that information, we would need time to prepare. We have not received that information from the district as of yet.

It is important that you understand that until such time, the district has declared "financial urgency" (which they have not) they cannot impose these reductions. In other words, the 2010-2013 contract that was ratified in January, 2011 is in effect. UTM has also filed a grievance on behalf of the maintenance employees whose positions were omitted as a result of the District's decision at their last school board meeting to contract out. There is Contracting out language that the District is compelled to follow yet they chose not to. UTM is also facing the possibility that the District will contract out of our Custodial employees. UTM will continue to address all violations by the school board or the superintendent through grievances or Unfair Labor Practices.

I strongly encourage you to voice your concerns to the Monroe County School Board members and stay involved. Thank you.