NEGOTIATIONS UPDATE

On Friday, July 31, your CVCEO Negotiations Team met with CVESD for another bargaining session to continue advocating for the priorities that matter most to our members.

Throughout the session, the District repeatedly emphasized its concerns about budget limitations and the ongoing challenges of filling vacant positions. While we recognize these concerns, our team remained focused on advancing proposals that protect members' rights, improve working conditions, and strengthen our contract.

Although progress was made on several articles, there is still significant work ahead. We remain committed to bargaining in good faith and will continue pushing for meaningful improvements on behalf of all CVCEO members.

Exchanged Proposals:

Article 14 – Bereavement Leave & Article 15 – Childbearing Leave
CVESD continues to insist on making proposals that do not go beyond the minimum that is required by state law. On Article 15 both CVCEO and CVESD agreed to updating the title to "Pregnancy Disability Leave". Also, CVESD is proposing that if state law is changed in for the worse in the future they would like to immediately reduce benefits to the state requirement. CVCEO is continuing to advocate for CVESD to provide more than the bare minimum.

Article 18 – Judicial Leave
CVESD has agreed to our proposal to eliminate the cap on hourly compensation for employees who defer their jury service to a non-contract day. As a reminder, under Article 18.2, employees who work less than a 12-month schedule and reschedule jury duty to a non-contract day are eligible to receive a stipend. We are still working to address concerns regarding expectations for employees who are released early from jury duty and whether they are required to return to work.

Article 22 – Military Leave
CVCEO has proposed expanding the categories of volunteer service that qualify employees to request volunteer leave. This proposal would provide members with greater flexibility and recognize a broader range of community service opportunities.

Article 34 – Layoff and Effects of Layoff
Both parties continue to work collaboratively on clarifying language within Article 34 to ensure terminology is consistent throughout the agreement. These discussions are intended to improve clarity and avoid confusion in the implementation of the article.

Tentative Agreement Made:

Article 4 – Organizational Security and Organization Rights
CVCEO and CVESD have agreed to remove from the contractual limitation on members resigning their membership in CVCEO. Also, we ensured that CVESD is giving CVCEO timely information about newly hired employees and about new employee orientations so that we can adequately represent our members.



Next Bargaining Session: August 28th
CVESD plans on giving counterproposals on the following articles:
10: Safety
18: Judicial Leave
22: Military Leave
24: Sick Leave
34: Layoff & Effects of Layoff

CVCEO plans on giving proposals on the following articles:
Counter proposal on 9: Evaluation Procedures
Counter proposal on 14: Bereavement Leave
Initial proposal on 16 : Childrearing Leave

Stand With Your Negotiations Team

❤️ Wear Red Every Wednesday to show your support for CVCEO.

🖤 Wear Black on August 31 to stand in solidarity with your CVCEO Negotiations Team during bargaining.







In Solidarity,
CVCEO Negotiations Committee

Ruby Wiliams- Sarah Ramos- Kaitlyn Lyons- Juan Herrera- Jessica Gutierrez- Michelle Arroyo- Missy Babineau- Ricardo Ochoa