

Summary for CTU Members of the Fact-Finder's Recommendation Concerning CTU/CPS 2019 Contract Negotiations

August 7, 2019

Earlier today, Fact-Finder Steven Bierig issued a preliminary copy of his Fact-Finding Report to CTU and CPS. The report contains his recommended settlement of our contract negotiations with CPS. The Fact-Finder, however, declined to issue recommendations on any issues except for salaries, health care, and the duration of the contract. We have reason to believe CPS will leak the report's contents to the press. The CTU leadership therefore wanted to provide and update to all CTU members about the Fact-Finding Report now.

Mayor Lightfoot campaigned on a platform to "transform Chicago Public Schools" that mirrors the CTU's policy platform and contract proposals. Despite that, her administration and bargaining team have been all too happy to rely on her predecessor's strategies for undermining our Union's bargaining power.

CTU and CPS initially agreed to submit 21 issues to the Fact-Finder. CPS subsequently reneged on that agreement and argued to the Fact-Finder that he only had jurisdiction over a narrow range of issues. CPS's argument to that effect is based on the 2011 law passed at Rahm Emmanuel's urging designed to weaken CTU's collective bargaining rights.

Despite a mountain of evidence that CPS is wrong its arguments and analysis (detailed here: <https://www.ctulocal1.org/wp-content/uploads/2019/07/CTU-Pre-hearing-Brief-Fact-Finding-2019.pdf>), the Fact-Finder refused to issue any recommendations whatsoever on nearly all of our demands that go to the core of our ability to provide our students with the schools they deserve. The Fact-Finder held that he does not have jurisdiction under Rahm's collective bargaining statute to issue recommendations on the following issues: class size, special education, clinicians and counselors, PSRP issues, staffing, school closings, and affordable housing. The Fact-Finder further declined to make recommendations on another set of issues submitted to him and recommended that the Union and CPS continue bargaining over them: Teacher Evaluation; Paid Time Off; Paperwork, Lesson Plans, and Testing; Career and Technical Education; Sanctuary Schools; Sports; Teacher Preparation Time; and Teacher Supply Money.

As noted above, the Fact-Finder's only substantive recommendations concern salary, health care, and the duration of the contract. The CTU proposed a 3-year contract with 5% COLAs applied for each year and employee healthcare costs frozen at 2018 levels for the duration of the contract. CPS proposed a 5-year contract with COLAs of 2.5%, 2.5%, 2.5%, 3%, and 3.5%, and increases to employee healthcare contributions of 0.5% of salary each of the last 3 years of a 5-year contract.

The Fact-Finder is recommending a 5-year contract with annual COLAs of 3%, 3%, 3%, 3.5%, and 3.5%, and increases to employee healthcare contributions of 0.25%, 0.25%, and 0.5% each of the last 3 years of a 5-year contract.

The Fact-Finder's Report will be officially issued to CTU and CPS on August 11. By law, the report will be published in local newspapers 15 days later on August 26 if either or both parties have rejected it.

In the coming days, the CTU Officers, Bargaining Team, House of Delegates, and membership as a whole will be discussing the next stages of our contract campaign and the steps we will need to take to win a contract that provides the schools our students and educators deserve. It is clear, however, that the Fact-Finder's recommendation is incomplete and insufficient, and will leave students and educators with more of the same. As ever, it is further clear to us that we will only win such a contract if we are willing to fight for it.