CTU Tentative Framework
CTU Leadership Strategic Analysis

OPTION 1: Accept the deal -- Vote YES to Ratification

- Every member has right to refuse return to buildings until fully vaccinated
- Substantial movement from CPS on accommodations, vaccinations, delayed re-opening, school closing metric (yet still far from initial CTU goals)
- Discipline dropped for remote work, locked out members reinstated. Union maintains right to grievance and legal action for back pay (almost $200K available for immediate relief for them).
- Discipline investigations for parental contact is dropped. Continues to fight already issued discipline for 55 members through grievance and court cases.
- Safety Committees in each building to ensure buildings are following guidelines
- Agreement from CPS to bargain HS reopening (Did not have this for ES/MS)
CTU Leadership Strategic Analysis

OPTION 2: Reject the Deal -- Vote NO to Ratification

- New wins are possible; our union is powerful...
- ...But substantial improvements may require a lengthy strike
- We expect CPS to quickly begin lockouts, HOD will vote on strike date.
- We will organize picket lines and protests attempting to force mayor back to the bargaining table.
- CPS will stop implementing terms of the proposal (e.g. offering vaccination, new accommodation approvals). Current lockouts, remote work discipline, and investigations for parent contact will remain active.
- CPS will attempt to have the strike ruled illegal and have members ordered into buildings with no agreement.
Postponed start date

- Clerks/Tech Cos: return on Thursday or once framework has been approved by the membership.
- Pre-K/cluster: return Thursday
- K-5: return Feb 22 & students March 1
- 6-8: return March 1 & students March 8
- HS: CPS will negotiate
Health Metrics:

- **Districtwide Pause of In-Person Learning** - If there is a spike in infections and district is above 10% positivity, all schools are closed for 14 days, subject to the following:
  - 1) Rate increases for 7 consecutive days:
  - 2) Rate for each of the 7 consecutive days is at least 15% higher (i.e. one-fifth higher) than the rate one week prior; and
  - 3) Rate on the 7th day is 10% or greater.

- This metric would have closed schools during several previous surges.
Vaccines

- All members have access to a fully effective vaccination before returning to buildings, although some may need to use unpaid leave.
- Vaccination of Clerks and Clinicians has begun.
- 2,000 vaccines this week for pre-K/cluster staff and members with household members at high risk.
- Min. of 1,500 additional vaccine for CTU members every week. Number of vaccines will increase with city supply.
- Priority given to members living or working in neighborhoods with highest positivity rates and those at highest medical risk.
- Paid time available for vaccination.
Vaccine appointment

- You will get paid time off, whether administered through CPS, the city, or private provider
- Must send prior notice to admin
Accommodations

- Telework accommodations approved for all members with their own high risk conditions under ADA/CDC
- Telework accommodations approved for all members who are primary caregivers for relatives with medical risks
- Hundreds of additional telework accommodations approved for those with high-risk household members.
- Members denied household accommodation may take unpaid leave, with full benefits and their job-protected.
If Denied “Household Accommodations”

Members that requested telework accommodations due to a high-risk household member and were denied:

- May take unpaid leave, with full benefits and their job-protected.
- May receive an expedited vaccination and continue working remote for up to 14 days after their first dose.
Unpaid leave

- If requested, the Board will grant an unpaid, job protected leave, for members without an accommodation, those not fully vaccinated, and those who don’t feel safe returning.
- Bargaining unit members who take an unpaid leave may be offered the opportunity return from leave to provide remote instruction at any time during their leave.
More info about unpaid leaves

- You will be able to return from your leave at any time to resume pay status.
- Your tenure date would not be impacted unless your leave causes you to work fewer than 150 days for the school year.
- Your anniversary date and step adjustments would also be pushed back to reflect the time that you were out on leave.
Locked out members

- All locked out members will have their access restored.
- “AWOL” designation and discipline for working remotely without permission will be erased.
- Disciplinary investigations against 59 members regarding parent contact are dropped and no discipline issued.
- CTU gives up no rights to continue fighting 55 cases where discipline has already been issued and for backpay for locked out members.
- Nearly $200k raised to immediately support those docked pay.
What happens if none of my students show to in person?

- Teachers and classroom staff with no assigned in-person students may work remotely.
- Principals are directed to arrange schedules and assignments to minimize the number of in-person staff needed.
Specials Teachers

Specials teachers are limited to a maximum of 10 pods per week.
Frequent Covid testing of staff and students

1. Test all symptomatic students and staff
2. 50% of in-person staff tested every week
3. At schools in 10 zip codes with highest number of COVID-19 cases:
   - 100% of in-person staff tested weekly
   - Test 25% of in-person students
4. All staff and students over age 10 offered testing before or upon returning in-person.
5. If in-person school is suspended, testing will be offered again before returning.
Staff Who Contract COVID-19

- Quarantine for 14 days if close contact is determined through contact tracing
- CPS has extended policy for COVID positive staff:
  - If well enough, can work from home during quarantine period.
  - If too ill to work, the days will be paid without use of sick days.
Covid Tracing in CPS

- Interviewed by CPS hires
- Notify possible contacts about exposures
- CPS to address timeliness of notification to students’ families
- CPS will work with CDPH to ensure close contacts are connected to city resources such as monitoring and testing as well as follow up calls
Temperature checks?

- No CTU members other than Nurses are required to administer health screenings, temperature checks, or COVID-19 tests.
Ventilation

- CPS conducted audits, and must maintain indoor air quality with people present
- If complaints are reported, Department of Facilities will conduct an additional assessment
- Commitment to 5 air changes/hr, portable air purifiers
- Ability for staff to self-check effectiveness
- Non-compliant rooms will not be used
Remote learning

CPS shall increase:

- Headphones
- Devices
- Vision screening
PPE

Appropriate PPE including:

- N-95 masks
- Gloves
- Gowns
- other equipment as required for specific jobs
- Hand sanitizer
- Wipes
- Sneeze guards for clerks and others interacting with visitors
Safety Committees

- Building- and district-level safety committees empowered to enforce health and safety protocols.
- Violations must be remedied as soon as possible, preferably within 24 hours.
Safety Committees

Composed of the following from each school:

- Principal
- Building engineer
- Building manager or quality assurance manager (selected by principal)
- Up to four CTU members (Selected by Delegate)
- Reasonable number of staff represented by other unions
Is this the best deal we can get?

- Bargaining team does not believe we can get more without striking.

- The lack of regard for safety, staff, students or science from the Mayor and CPS has been shocking. It’s taken a large campaign to win this much.

- It may be difficult, but CTU also knows how to fight. Members have to consider what they think we can win, what it would take and the potential risks or costs.
Questions?

- Need help with ballot, complete form at https://ctulocal1.org/votehelp

- Frequently asked questions about the proposed settlement at https://ctulocal1.org/faq