



Teachers Association of Long Beach, CTA/NEA

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UPDATE

October 9, 2009

DISTRICT STARTS LAYOFF PROCESS 900 TALB MEMBERS PART OF "DATA REQUEST"

The District is taking steps to initiate March 2010 layoff notices for the 2010-2011 year. Sometime around November 1st, the District plans to send a request for confirmation of hire date and credentials to approximately 900 certificated bargaining unit members.

The fact that some 900 certificated bargaining unit members will receive the request for confirmation of hire date and credentials, does not necessarily mean the District plans to layoff 900 teachers, nurses, and librarians. It does mean they are preparing their "layoff list" and attempting to get accurate data on seniority and credentials in anticipation of a possible March layoff. District managers report that they plan to go to the School Board in January for the authority to conduct a layoff, the depth of which will depend on the financial outlook at that time. The deadline for issuing a layoff notice for 2010-2011 is March 15th, 2010.

While the District does maintain a legal right to unilaterally decide to do a layoff (Reduction-In-Force), TALB will continue to aggressively fight to keep any cuts required due to the budget cuts away from the classroom. We will support our members throughout this process with representation and advocacy. Most importantly, over the next three weeks we will focus our best efforts towards the November 3rd parcel tax (Measure T). Don't forget that TALB is all of us...and we can only fight cuts when our members are active and working together as one voice.

See the reverse side for an FAQ and more details on this issue.

In Memory...TALB Association Representative Georgia Karidakis March 20, 1935 – October 3, 2009

The TALB family mourns the passing of our union sister, Georgia Karidakis. Georgia was the long standing TALB Association Representative at Mann Elementary. As reported in the Press Telegram, Georgia, "displayed her dedication to her career by serving as a TALB Representative. As a TALB Representative she stood up for the rights of her peers."

SOLIDARITY FOREVER, GEORGIA...WE WILL MISS YOU!

MINORITY AT LARGE SPECIAL ELECTION CANDIDACY DECLARATION DEADLINE IS FRIDAY, OCT. 30th, 5PM

Declaration of Candidacy forms are due at the TALB office on FRIDAY, OCTOBER 30th, by 5PM. Please note that the distributed "Declaration of Candidacy" forms and "Announcement of TALB Election" incorrectly posted the due date as Thursday, October 30th.

**FOR MORE INFORMATION CHECK THE TALB WEBSITE AT
WWW.TALB.ORG OR CALL US AT 562-426-6433**

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FREQUENTLY ASKED QUESTIONS: LAYOFFS & MEASURE T

IF THE DEADLINE FOR A LAYOFF IS NOT UNTIL MARCH 15th, WHY IS THE DISTRICT PREPARING FOR A LAYOFF RIGHT NOW? *The District is required by the Education Code to conduct a layoff using, in most cases, seniority and credential factors depending on the types of jobs they are eliminating. That means they need to have an accurate seniority list and record of credentials. While nobody wants a layoff, it is useful to make sure the District has the most accurate information so that the process is done in a fair manner and according to the law.*

WHY ARE THEY SENDING OUT A REQUEST FOR INFORMATION TO 900 CERTIFICATED BARGAINING UNIT MEMBERS? *It is a bit odd that they are not requesting accurate data for everyone as it would be useful to have accurate data for everyone in the bargaining unit. In this case, we speculate that they think that as many as 900 certificated bargaining unit members could be impacted by the layoff in a worst case scenario. That does not necessarily mean that 900 teachers, nurses, and librarians will actually be laid off, but the “bumping” and displacement will go far beyond the actual number of prospective layoffs and also require accurate seniority and credential data.*

IF I GET A REQUEST FOR CONFIRMATION OF MY CREDENTIAL AND SENIORITY, DOES THAT MEAN I AM GETTING A LAYOFF NOTICE? *No, it does not. The District has not made any final decisions on a layoff. The LBUSD will probably make that decision sometime in January. However, if you get a request, the District clearly believes a prospective layoff could impact you via actual layoff or bumping.*

DO THEY REALLY NEED TO DO A LAYOFF? *That is unknown right now. LBUSD is in better shape than many districts. But the simple fact is that all public schools in California are suffering from severe budget cuts over the past few years. If the revenue outlook for the District improves soon either through local efforts (Measure T), or state funding, the need for a layoff diminishes. On the other hand, if we cannot improve revenues, or the state makes more cuts, it is highly probable the district will engage in a layoff for 2010-2011.*

DO I HAVE ANY RIGHTS IN A LAYOFF? *Yes. The Education Code requires a process for the order of a layoff. If the District decides to conduct a layoff (called a “Reduction in Force”), TALB will work with our members to make sure the law is correctly applied (TALB members are entitled to CTA provided legal representation). More importantly, we will work in advance of any layoff to fight for our members and the classroom as the highest priority for our schools.*

DOESN'T A LAYOFF HAVE TO BE NEGOTIATED? *The District has already made proposals to cut salaries and benefits...and those are proposals that must be negotiated with TALB. However, the decision to reduce staffing is not “negotiable” under the EERA (bargaining law). While we can bargain the impact of a layoff, the decision to actually layoff teachers, nurses, and librarians is not negotiable and solely up to the School Board.*

WILL TALB FIGHT TO STOP CUTS TO THE CLASSROOM BEFORE OTHER CUTS ARE MADE? *Yes, but we will need help from you. Our members are at the core of delivering the education mission for the LBUSD. And if push comes to shove, we will fight to make sure all other cuts are made before they cut teachers, nurses, and librarians.*

WILL AN EARLY RETIREMENT INCENTIVE PREVENT LAYOFFS? *Possibly. Done correctly an early retirement program can save jobs and cut payroll costs. It depends on two things. First, the demographics have to be right. There has to be enough teachers close enough to retirement who will consider an incentive to retire earlier than they otherwise would have done so. Second, the District has to be a willing partner in working out a program.*

IF THE PARCEL TAX PASSES, WILL IT PREVENT LAYOFFS? *The parcel tax will mitigate, but not eliminate, the cuts necessary to offset the shortfall in state funding. It will save about 200 jobs if it passes. But if the state funding continues to fall, there may still be resulting layoffs (but about 200 fewer layoffs than there would have otherwise been without Measure T).*

CAN I DO ANYTHING RIGHT NOW TO HELP SAVE OUR JOBS? *Yes, find out more about how you can get involved with Measure T by going to www.talb.org.*

IF THE PARCEL TAX (MEASURE T) REQUIRES A 2/3 VOTE, DO WE REALLY HAVE A CHANCE TO PASS IT? *The two-thirds requirement is a challenge... a big one. However, we know we have absolutely no chance if we don't try. **This effort deserves our best, however daunting it may be, because the alternative will be lost jobs and damage to our local schools that will hurt for years to come.***

WHERE CAN I FIND OUT MORE INFORMATION ABOUT THE PARCEL TAX? www.talb.org.