

**Garden Grove Education Association Bargaining Update
Negotiations Update
May 8, 2018**



GGEA and GGUSD met on Friday, May 4. The association, as directed by the GGEA Board of Directors, rejected the wage offer from the district and declared Impasse. The next step is to file a Request for Impasse Determination/Appointment of Mediator. An Impasse happens when the parties have reached a point in negotiations where one and/or both parties no longer believe a settlement can be reached without the intervention of a neutral third party. Once an Impasse is certified by the Regional Attorney, a State Mediator is assigned to work with the district and association to help reach an agreement.

The district's last offer for wages was 0.5% on-schedule salary increase and a 2% off-schedule compensation. It is the position of the association that on-schedule increases benefit the retirement of all bargaining unit members, whereas an off-schedule compensation only benefits the retirement of bargaining unit members hired prior to January 1, 2013. Also, by accepting an off-schedule compensation we have a built-in salary cut for the following year. In other words, your 2018/2019 wages would be 2% less than your 2017/2018 wages.

Total Additional Compensation Over 3 Years (off- vs. on-schedule)

Based on Annual Salary of \$70,000	2017/2018	2018/2019	2019/2020	Total
.50% on, 2% off (District offer)	\$1750	\$350	\$350	\$2450
2.00% on	\$1400	\$1400	\$1400	\$4200
1.75% on	\$1225	\$1225	\$1225	\$3675
1.50% on	\$1050	\$1050	\$1050	\$3150
1.25% on	\$875	\$875	\$875	\$2625
1.00% on	\$700	\$700	\$700	\$2100

It should also be noted that GGUSD received a 1.56% COLA that was included in the LCFF funding for the 2017/2018 school year. When the district presented their "last, best, and final" offer, GGEA had not reached our bottom line for a wage increase.

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