

GGEA Representative Council Networking Groups

WHY GGEA HAS A CONTRACT WITH THE DISTRICT

A little history....

PART I

The George Brown Act (1961) first recognized the right of public employees to participate in and be represented by an employee organization. The Act specifically granted the **right “to meet and confer”** with employers prior to action being taken on matters affecting their employment conditions.

In reality, the Act allowed school districts “to meet and defer” matters as they saw fit.

PART II

The Rodda Act (1975) was the first **collective bargaining** law for public school employees.

A Public Employment Relations Board (PERB) was established and charged with administering and enforcing the Act, including investigating and deciding “unfair practices”, establishing and approving bargaining units, conducting representative elections, and seeking court enforcement of its orders and decisions as necessary.

The Act provided for exclusive recognition of a single employee organization to act as the representative of employees in the bargaining unit.

The scope of representation includes **wages, hours of employment, health and welfare benefits, leaves, transfers, reassignments, safety conditions, class size, evaluation procedures, organizational security, grievance procedures, certain aspects of layoffs, and procedures for discipline.**

A subject not specifically included in the bargaining law is considered negotiable if it clearly relates to an enumerated subject, is likely to cause conflict of the sort the Act is designed to overcome, and negotiations over it will not unduly abridge managerial prerogatives.

In addition, the Act provided for **“Consults” over educational objectives, content of courses and curricula, and the selection of textbooks.**

CTA protects the teachers’ right to be represented and bargain over the conditions of their employment. They have provided support for filing Unfair Practice Charges that have settled local disputes and required districts to follow the law. They continue to monitor the bargaining process to ensure that the law is being adhered to across the State. Unfortunately this is not a part of state law in different states across the nation and it is something that should definitely be appreciated.