

Current AEA Bylaws2024: Negotiations

ARTICLE IX: Standing Committees

SECTION 1: There shall be the following Standing Committees having the specific functions as outlined below:

A. Each committee shall consist of two (2) building representatives for the first twenty-five (25) Association members plus one representative for every additional twenty-five Association members or portion thereof. If there are no volunteers from any school, that school shall be without representation.

B. A representative may serve unlimited terms.

C. A member may represent his building on more than one (1) committee.

D. Each committee with the approval of the Executive Board may organize from the membership special subcommittees and task forces for specific activities.

E. Each committee shall elect a chairperson.

F. The Chairpersons of the P.R.& R., Negotiation, and Social Committees shall be compensated. Compensation changes shall be established by the Executive Board and approved by the AEA Membership (Attachment A).

G. All Standing Committees **shall be responsible to and subordinate to the Executive Board** unless otherwise specified in the Constitution & Bylaws.

SECTION 2: Each Standing Committee shall meet according to a calendar established by Standing Committee Chairpersons. Special meetings may be called by the chairpersons.

SECTION 3: **Each Committee shall choose a secretary who shall record all activities** of the committee. The Chairperson shall report to the general membership meetings any action items. The chairperson shall prepare an annual written report which the Executive Board shall file as part of the records of the Association

SECTION 4: Titles and Duties

F. Negotiation Committees

1. It shall determine through research and membership polling the proposals on salary, hours, and working conditions which shall be used in collective bargaining.

2. It **shall elect a chairperson pro-term** at its first meeting who shall act as chairperson until the negotiating team is chosen.

3. The **negotiating team shall elect a chairperson** who then automatically becomes a permanent chairperson of the Negotiations Committee.

4. The negotiating team shall perform the actual negotiating.

a. The negotiating team shall consist of up to seven (7) members. The team shall be decided by the members of the negotiation committee.

5. All contract proposals arrived at via negotiations by the Negotiations Committee shall be presented to the Executive Board prior to ratification by AEA.

6. The Executive Board shall vote to favor or oppose contract proposals. Contract proposals shall then be submitted to AEA membership with the results of the Executive Board vote attached.

7. Unit "B" shall be the second of the two Negotiation Committees.

a. Unit "B" shall be comprised of teacher assistants.

b. Unit "B" shall negotiate a contract affecting "B" Unit membership.

In Summary:

Negotiations committee is open to all paying Unit A & Unit B members to participate within their respective Unit.

The "negotiation team" is often referred to as the members chosen from the negotiations committee to sit at the table to represent all Unit A/B members and conduct actual negotiations with administration.

The Chairperson....

In addition to the negotiation meetings; the Chair of the Unit A negotiation committee is paid through the AEA (*Unit B Coordinator already paid - part of job description*) and is expected to attend monthly E-Board meetings to provide updates and seek E-Board guidance. The chair is expected to set meeting dates, agenda items, delegate tasks, organize seeking feedback from members of negotiations proposals and inform members at large throughout the negotiations.

The negotiation committee...

helps identify needs/concerns of members in relation to contract language. Helps create the negotiation packet of proposals that is submitted to administration. Assist negotiation team with prioritizing proposals. Assist with research of salaries, background knowledge of area contracts language pros and cons, willingness to speak to members about negotiations or listen to members concerns. Act as the liaison between members at large and "negotiation team." Anything else the committee seems necessary.

Time commitment varies based on many factors...

Obviously being on the negotiating "team" is a bigger commitment than the negotiation committee. Actual "table negotiations" with administration don't begin until mid-January. "Table negotiation" meetings range from 1 ½ -2 hours (3 hours are very rare) over multiple meetings (average 4-6 meetings); again that varies based on the proposal package and the flow of negotiations itself with administration. The Chair and our MTA rep do most of the talking at these meetings but the team is there to support or clarify items for the chair.

Any other questions or concerns please feel free to contact: Executive Director - Lisa Bruno