



PORTLAND PUBLIC SCHOOLS

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Thomas Gunn

Director of Labor Relations

DEPARTMENT OF HUMAN RESOURCES

June 15, 2007

HAND DELIVERED

Dear DCU Members:

With the breakdown of negotiations, the District will be implementing its Final Offer. This means that we will increase health insurance contributions to \$779, except where your plan costs less than \$779, in which case we will only pay the lower amount. Plans will stay as they are now and those with the family plan should see a reduction of \$15.00 per month in the out-of-pocket costs for the insurance (due to the District's increased contribution). Any employee off work on a Workers' Compensation claim will no longer be paid a subsidy, but will be able to subsidize Workers' Compensation with accrued sick leave. The changes to early retirement do not take place until 2014, and we do not expect any snow days until next school year. All other terms and conditions of the agreement will remain in full force and effect, except for fair share payments. By law, we can only deduct fair share payments if we have a contract. We will continue to deduct union dues if you have written authorization for dues deduction. If you revoke this authorization or do not have one, you will have to contact your union if you wish to continue making your dues payments.

The 30-day cooling-off period ends June 6, 2007. After a 10-day notice of strike, the Union may engage in a strike. If you go on strike, please be aware that the District has strike plans to provide the services of striking workers.

What you should know in the event the DCU issues a strike notice:

- You cannot be forced to strike or force others to strike. The decision to strike is one made by each individual worker. The District will respect whatever decision an employee makes. If they decide to strike, we will expect them to act within the law and conduct lawful strike activities. If an employee wishes to come to work, we will make work available and provide security for returning workers.
- Any scheduled vacations after a strike notice will be cancelled and no new vacation will be granted until after the strike has ended. If you already have approved vacation and have non-refundable tickets or other non-refundable expenses, contact your supervisor to make arrangements.
- If the employee goes on strike, the District will provide a final paycheck for hours worked until the strike, and will not pay off any accrued vacation leave. Employees will be told how they can self-pay their health insurance; please see attached COBRA information. Employees interested in self-pay who have Trust insurance should contact the Trust Office at 503-796-7373 for instructions on how to sign-up; employees who have Teamsters Insurance should contact Stephanie Johnson at the William Earhart offices at 503-331-8222.

DCU Employees
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- Employees who come to work will be expected to work, and public employees from other unions, by state law, can not refuse to cross picket lines to come to work. If any employees are concerned for their safety in crossing a picket line, arrangements will be made to escort those employees.
- Employees who are off work due to illness or injury during a strike will be expected to provide medical verification of illness or injury.

We hope that we will be able to reach agreement with the DCU and maintain normal operations. If you have any questions, contact your supervisor or Thomas Gunn at tgunn@pps.k12.or.us.

Very truly yours,

A handwritten signature in black ink, appearing to read "Thomas C. Gunn". The signature is written in a cursive, flowing style.

Thomas C. Gunn
Director of Labor Relations
Portland Public Schools