Some Questions-and-Answers about Mediation

1. **Does declaring Impasse and bringing in a state mediator mean that negotiations have failed?**

No. Impasse and mediation mean that both sides have reached a point in negotiations where, despite efforts to communicate needs and potential solutions, progress towards a mutual agreement seems to have stalled. Bringing in a mediator is *an effort to continue negotiations* by having an impartial third-party assist the sides to reach a voluntary, mutually beneficial resolution. Mediators often foster a problem-solving approach that helps the sides get to the root of the issues between them and can lead to improved communication in the future.

*DEA welcomes and is looking forward to working with our state mediator and The District to find mutual solutions to our remaining disagreements.*

2. **When will mediation take place?**

On Wednesday, May 11, 2022, the State Mediator, DEA, and the District *AGreed to meet for mediation on Tuesday, June 21, 2022.*

DEA looks forward to this opportunity with hope to work towards a fair agreement for our members.

3. **Do DEA Members still have healthcare coverage?**

On February 23, 2021, DEA and the District signed a tentative agreement on Article 15: Fringe Benefits *extending fully-paid coverage for Health*, Dental, Vision, Life, Accidental Death/Dismemberment, and Long
Term Disability insurance. Under this signed agreement, these benefits are fully funded by the District through December 31, 2022 (see attached).

4.

What about the other terms of our contract, such as class size, leaves, evaluation, etc.? Article XXV: Term of Agreement of our last negotiated, currently expired, agreement includes this statement:

"...this agreement shall remain in full force and effect until a successor agreement is negotiated between the District and the Association."

This means that ALL ASPECTS of our last contract remain in effect, including coverage for healthcare, class sizes, leaves, evaluations, etc. until a new contract is finalized in negotiations and then ratified by both DEA membership and the HBUHSD Board of Trustees.

See for yourself: the tentative agreement for Article XXV: Fringe Benefits is attached to this email.

Your DEA Negotiations Team:

Don Hume, Negotiations Chair
Blaine Cluff
Leah Guillen
Jeff Larson
April Lloyd
Shawn Werner

Mónica Mora, Teacher’s Advocate

Marina Edison
Westminster
Fountain Valley
Huntington Beach
Ocean View

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