Good afternoon, DEA Members:

Good afternoon, DEA.

The fact-finding three-person panel has agreed on a date to begin our fact-finding process.

**Thursday, November 3, 2022** has been set as the day that both the DEA and the District will present to the panel in the boardroom at the District office. Once the presentations are concluded, the parties return to their respective rooms while the panel deliberates the points made by the parties. At any point, the neutral and each party’s designated representative on the panel may join either the DEA and/or the District Bargaining Teams separately in an attempt to mediate a proposal. A mediated proposal remains a possibility. If the mediation is unsuccessful and the parties remain in disagreement the day will end.

The final step in the legal negotiations process involves the neutral producing a written report, which includes his/her recommendation for a settlement agreement. The neutral’s report is often completed within thirty (30) days unless an extension is requested.

The district is bound by California law (Gov Code 3506.5) to participate in good faith in the impasse procedure, which includes fact-finding. This means that, just as DEA will continue to participate in an earnest attempt to reach agreement, we expect that the District will as well.

DEA has reached out to the District and expressed our continuing desire to work with the District to reach an agreement prior to fact-finding. The District has not responded definitively whether they will meet again to
attempt to come to a settlement prior to fact-finding. We remain hopeful that they will.

To discuss the FactFinding Process in greater detail, present information about the current status of proposals and negotiations, and answer any questions DEA members may have, a DEA General Membership Meeting will be held by Zoom on Tuesday, October 18, 2022, 4:00-5:00pm. The Zoom link will be emailed to the personal email addresses of DEA members at a later date.

Don Hume, Bargaining Chair  
Blaine Cluff  
Leah Guillen  
Jeff Larson  
April Lloyd  
Shawn Werner  
Mónica Mora, Teacher’s Advocate  
Dave Brown,  
CTA Negotiations Specialist

Marina  
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