

# AT THE TABLE



## A BARGAINING BULLETIN

On January 30, 2023 your bargaining team met with representatives from AACPS for our fourth bargaining session. While the session contained some useful and productive discussion, our team's overall sentiment was disappointment after AACPS outright rejected two of our proposals without offering any alternatives or path towards agreement.

The first of these rejections was against our proposal to ensure our members would not suffer discipline for needing to take unpaid leave after they exhaust FMLA and their sick leave. As a result of a legal change to the Family Medical Leave Act (FMLA) in 2019, our members now must use their paid sick time concurrently with FMLA leave, resulting in many members having no sick leave when they return from FMLA leave through no fault of their own. Prior to the legal change, you could hold onto your sick leave during FMLA and retain it for later use.

AACPS rejected this proposal outright, arguing that TAAAC members should simply be more prudent with their sick leave use and plan ahead. We find this response unacceptable and will not back down from trying to solve this problem that impacts new parents, people with long term illnesses, and our disabled colleagues.

The second rejection concerned adjustments we proposed to reduce health insurance costs. AACPS presented data responding to our many questions regarding the costs of our insurance plan. While our team was similarly frustrated and disappointed with this rejection, we intend to review the data and costs to inform our next steps.

Finally, AACPS committed that they would have a proposal on coverage pay at our next negotiation session on February 10. Your team is optimistic that AACPS is working in good faith on the coverage issue, and we look forward to their proposal.

The largest outstanding issue is, of course, salary. Your bargaining team needs YOUR help to push the County Council to approve a budget that includes a fair COLA and experience step for all educators! Please participate in the upcoming Budget hearings with the County Council, including a virtual hearing on [February 13](#). You can also support in person lobby visits with County Council members throughout the legislative season to make our voices heard! [Learn more here](#).

In Solidarity,

Mike Magee, TAAAC UniServ Director and Lead Negotiator

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NEGOTIATIONS  
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