



# ORANGE CTA

## COLLECTIVE BARGAINING AGREEMENT



# IN DANGER



## CTA Membership is at 53%

- >>> If membership rates stay below 60%, the entire CTA Teacher contract will disappear.
- >>> Teachers will not have any rights or backing from the Union. There will not be a Union!
- >>> The district will have full control and is not obligated to offer any incentives or rights to the employees.
- >>> Insurance premiums will be established at the District's discretion.
- >>> The grievance process will no longer exist because there will be no contract. Employees will have no recourse for management wrong doing.

## Contract Article Highlights that will DISAPPEAR!

- II: NEGOTIATIONS PROCEDURES - **THIS WILL NO LONGER EXIST**
- X: EVALUATION PROTECTIONS AND APPEALS - **THIS WILL NO LONGER EXIST**
- XII.A.3: REPRESENTATION DURING DISCIPLINE MEETINGS - **THIS WILL NO LONGER EXIST**
- XIV.A: PAID DUTY FREE LUNCH - **THIS WILL NO LONGER EXIST**
- XIV.B.3.H: PROTECTED, SELF-DIRECTED PLANNING TIME - **THIS WILL NO LONGER EXIST**
- XIV.B.3.H: ADMIN CAN ONLY TAKE PLANNING TIME ONCE A WEEK - **THIS WILL NO LONGER EXIST**
- XIV.C: SUBSTITUTE AND SPLITTING CLASSES PROTECTION - **THIS WILL NO LONGER EXIST**
- XIV.H: ONLY ONE ACTIVITY REQUIRED AFTER DUTY DAY - **THIS WILL NO LONGER EXIST**
- XIV.T: FACULTY MEETINGS SHALL NOT EXCEED ONE HOUR PER WEEK - **THIS WILL NO LONGER EXIST**
- XIV.T: LIMIT MEETINGS DURING PREPLANNING - **THIS WILL NO LONGER EXIST**
- XV.D: ONLY TWO WEDNESDAY PER MONTH ARE TO BE USED BY THE ADMINISTRATOR - **THIS WILL NO LONGER EXIST**
- LESSON PLAN AGREEMENT- NO REQUIRED TEMPLATE, NOT TURNED IN WEEKLY - **THIS WILL NO LONGER EXIST**



CTA Facebook

**THERE WILL BE NO UNION TO FIGHT FOR BETTER  
WAGES, HOURS & WORKING CONDITIONS**



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