

The Baltimore Teachers Union



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**NOTICE TO BTU TEACHERS AND PARAPROFESSIONALS AND SCHOOL RELATED PERSONNEL:
BALTIMORE TEACHERS UNION SEEKS RECISSION OF
NOTICE OF REDUCTION IN FORCE
May 27, 2016**

Without prior notice or bargaining with the Baltimore Teachers Union, Tammy Turner, Acting Chief Executive Officer of the Baltimore City Public Schools, sent a letter to teachers, paraprofessionals and school-related personnel on May 26, 2016 notifying them that City Schools would be implementing a reduction in force on May 31, 2016, the day after Memorial Day.

Ms. Turner's May 26, 2016 letter breaches the Baltimore City Board of School Commissioners' statutory duty to bargain in good faith. The Board must give the BTU notice of the decision to lay off employees as well as an opportunity to bargain over the effects of the layoff.

Ms. Turner's letter also breaches the Board's contractual obligations. It violates both the Teacher and PSRP Agreements which require the Board to meet with the Union at least 15 days before finalizing a decision to implement a reduction in force. The contracts also require the Board to provide information to the BTU in order for the Union to ensure that negotiated rights and procedural protections are followed in the implementation of the layoff. The contracts further provide that, in the event of a reduction force, employees are laid off on the basis of certification, qualifications, and system-wide seniority and, in certain circumstances, areas of second endorsement. The contracts also provide important recall rights.

Through the years, the administration of Baltimore City Public Schools has maintained an open line of communication with the BTU. During my tenure as President, City Schools has, unfortunately, gone through reductions in force. Each time, City Schools adhered to its obligations under the Teacher and PSRP Agreements. The issuance of Ms. Turner's May 26, 2016 letter, without first notifying the BTU, not only violates the Teacher and Paraprofessional and Related Personnel Agreements, it represents a new low in union-management relations in the Baltimore City Public School System.

I have demanded that the reduction in force scheduled for May 31, 2016 be rescinded. I have also demanded that the Board's representatives meet with the BTU's representatives to bargain over the reduction in force and the effects of the reduction in force.

As President of the BTU, I will make sure that all bargaining unit employee rights are enforced and protected. However, I ask of each of you to be ready to show up, stand up, and be counted when the Union asks for a show of strength.

In Solidarity,

Marietta English, President