

A RESOLUTION

**Proposed
Resolution
20-1021**

**See Emergency
D.C. Res. 20-640
20 DCStat 4547**

To declare the existence of an emergency with respect to the need to approve salary increases under the terms of the negotiated compensation and working conditions collective bargaining agreement for employees of District of Columbia Public Schools covered by the Compensation Collective Bargaining Agreement Between the District Of Columbia Public Schools and the Council of School Officers, Local #4 American Federation of School Administrators, AFL-CIO (“CSO”).

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the “Compensation Collective Bargaining Agreement between the District of Columbia Public Schools and the Council of School Officers, Local #4 American Federation of School Administrators, AFL-CIO Emergency Declaration Resolution of 2014”.

**Compensation
Collective
Bargaining
Agreement
between the
District of
Columbia Public
Schools and the
Council of
School Officers,
Local #4
American
Federation of
School
Administrators,
AFL-CIO
Emergency
Declaration
Resolution of
2014**

Sec. 2. (a) The District of Columbia negotiated a compensation and working conditions agreement (“Compensation Collective Bargaining Agreement”) for District of Columbia Public School employees represented by CSO that requires certain compensation increases over a period of 4 years. The Mayor proposes, as agreed with the union, that the first such compensation increase is made effective beginning the first full pay period commencing on or after October 1, 2013, which constitutes a change to the relevant pay schedule and a resulting minimum increase of 2% for some unit members’ gross salary and 3% for others.

(b) To comply with section 1717(f)(1) of the District of Columbia Government Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code § 1-617.17(f)(1)), which provides that negotiations be completed prior to submission of a budget for the years covered by the agreement, the Compensation Collective Bargaining Agreement must be acted on by the Council immediately.

(c) To effectuate the terms of the Compensation Collective Bargaining Agreement, the Mayor recommends that the Compensation Collective Bargaining Agreement between the District of Columbia Public Schools and the Council of School Officers, Local #4 American Federation of School Administrators, AFL-CIO Emergency Approval Resolution of 2014 be approved on an emergency basis.

(d) Failure to effectuate the express terms of the negotiated agreement may result in undermining the confidence of the union members in the District of Columbia government and its leadership.

(e) Failure to act in an expedited manner may jeopardize the future relationship between labor and management in the District of Columbia Public Schools and the success of collaborative efforts, as agreed to under the terms of the negotiated agreement.

Sec. 3. The Council of the District of Columbia determines that the circumstances enumerated in section 2 constitute emergency circumstances making it necessary that the Compensation Collective Bargaining Agreement between the District of Columbia Public Schools and the Council of School Officers, Local #4 American Federation of School Administrators, AFL-CIO Emergency Approval Resolution of 2014 be adopted on an emergency basis.

Sec. 4. This resolution shall take effect immediately.