



# ***Contract Talks Drawing to a Close***

Cincinnati Federation of Teachers  
Association of Cincinnati Public School Office Personnel

Very few issues remain unresolved in negotiations with CPS on a new collective bargaining agreement and the CFT/ACPSOP bargaining team is preparing for one last push to complete a tentative agreement by December 1. If not, it may be necessary to turn to the fact-finding process in order to move us toward a final agreement.

The CFT/ACPSOP Bargaining Team worked diligently to complete a deal this month, but differences over health care and its associated costs to members and the District threatened to end negotiations just shy of the finish line.

Negotiations began to stall after the District put forward a proposal that would increase employees' contributions to health insurance coverage by nearly 250 percent. We offered options that would keep the District's healthcare costs fixed—no increases—for the three-year life of a new contract, but our proposal was rejected without discussion.

Following the November 10th membership meeting, where a resolution in support of calling for fact-finding was approved by all who attended, the bargaining team weighed this option very seriously. When the District asked for more time to review its original health care financial data, the bargaining team decided it was worth trying to resolve our remaining differences with CPS through discussion at the bargaining table.

As you know, CFT/ACPSOP invested a lot of time and energy to complete a new contract. In 10 months of talks, we met with CPS more than 90 times for a total of about 660 hours. All of us on the CFT/ACPSOP bargaining team believe we are close to reaching an agreement that would continue to move our schools forward and improve teaching and learning throughout the district.

The CFT/ACPSOP bargaining team wants to acknowledge that we could not have come this far without the energy and solidarity of the membership throughout all the schools.

We will continue to keep you informed as we move forward.

When we fight together, we win together.

- *The CFT/ACPSOP Bargaining Team*

