



DANNIS WOLIVER KELLEY

Attorneys at Law

COVID-19 Resource



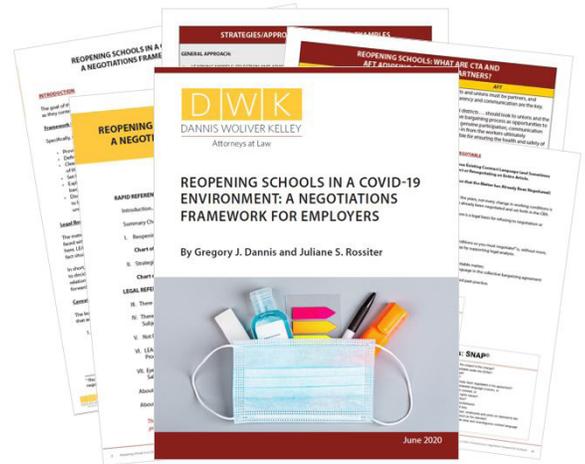
Reopening Schools in a COVID-19 Environment: A Negotiations Framework for Employers

Promotional Materials

DWK's President and Shareholder, Gregory J. Dannis, and Associate Juliane Rossiter have authored an extensive resource guide, **"Reopening Schools in a COVID-19 Environment: A Negotiations Framework for Employers."** Our attorneys have put together this comprehensive Framework to assist you with reopening school districts in the Fall.

This 34-page Negotiations Framework for Employers guide includes charts, checklists and important information to help you understand and prepare school districts in these uncharted times and environment. In addition to charts outlining the directions local associations are receiving from state organizations and suggested strategies and responses to union proposals, this Framework:

- Provides school employers with foreknowledge of bargaining advice being given to their local associations;
- Defines the legal boundaries of what is/is not negotiable, and what cannot be negotiated;
- Clearly distinguishes between non-negotiable managerial decisions and potentially negotiable impacts or effects of those decisions;
- Sets forth the process the employer must follow for decision-making and impact bargaining;
- Explains whether and to what extent the employer must renegotiate matters already covered by the collective bargaining agreement (CBA); and
- Discusses what employers can and cannot do if negotiations have not been completed when school is about to begin, and the consequences of employer unilateral actions without a negotiated memorandum of understanding (MOU) in place.



To purchase an electronic version of this Framework guide, please contact Client Services at clientservices@DWKesq.com. The cost of the Framework guide is \$99.



Dannis Woliver Kelley (DWK) is a full service education law firm focused on serving and providing legal representation for California public school districts, county offices of education, community colleges and other educational organizations. Established in 1976, DWK is one of the largest women-owned law firms in the country. The firm's areas of practice include: Board Ethics, Transparency and Accountability; Business and Property; Charter Schools; Construction; Labor, Employment and Personnel; Litigation; Public Finance; and Students and Special Education. DWK provides preventive, practical and cost effective legal counsel on key issues surrounding your core mission—the education of students.