

TALB Settlement Proposal
October 24, 2011

TALB proposes to settle the 2011-2012 reopener negotiations as follows:

The parties agree to suspend the reopener negotiations and reconvene in full contract negotiations effective May 1, 2012. Between this date and May 1, 2012, the parties agree to do the following:

- a. Three sub-committees dealing with health benefits, evaluation, and calendar will convene in preparation for full contract negotiations. The committees will schedule regular meetings in advance of May 1, 2012, and will engage in research and discussion with the intent of collaboratively developing possible long term solutions that will then be subject to proposals (bargaining) between the parties as a part of the 2012-2013 (full) contract negotiations.

All matters not otherwise addressed in this agreement will remain status quo for the term of the agreement. TALB reserves the right to return to our initial proposals in the event that this proposal does not result in a tentative agreement.