



Office of Labor Relations
1 North Dearborn Street • Suite 900 • Chicago, Illinois 60603
Telephone: 773.553.1700 • Fax: 773.553.1701

November 5, 2015

President Karen G.J. Lewis
and Members of the Chicago Teachers' Union
Bargaining Team
222 Merchandise Mart Plaza -- Suite 400
Chicago, IL 60654

Re: Negotiations/Mediation/Fact-Finding Timeline

Dear President Lewis and Bargaining Team Members:

This letter sets forth what we believe is a reasonable timeline for continued negotiations, including mediation and fact-finding. Although we have had many negotiation sessions, we have not completely discussed all of the proposals that the Board and Union have presented. Moreover, CPS is just now submitting its comprehensive health care proposal and it warrants significant discussion. Also, as we are all aware, negotiations are further complicated by the current legislative impasse and CPS's massive budget deficit.

In addition, while Mediator Malin has been a helpful observer, he has not yet been able to do the most meaningful work of a mediator, *i.e.*, to work with the parties separately and jointly to facilitate compromises. Several areas of potential compromise have been identified by CPS and CTU representatives during the review of the Union's proposals over the last few weeks. We hope that with the mediator's able assistance, we can agree on some points and at least narrow others. We are fortunate to have a very experienced and knowledgeable mediator and we should use him.

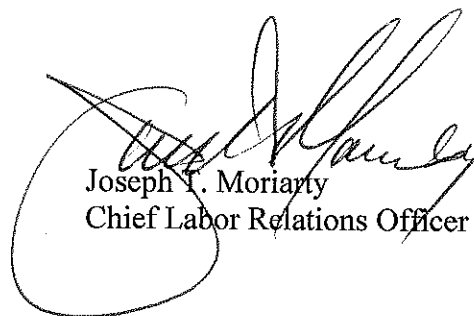
We remain hopeful that we can achieve agreement through continued negotiations and mediation. Accordingly, the Board proposes the following timeline:

- Fact-finding will commence on February 8, 2016 if the parties have not achieved agreement by that time.
- The parties will identify a fact-finder promptly and ask him/her to reserve dates on or after February 8.

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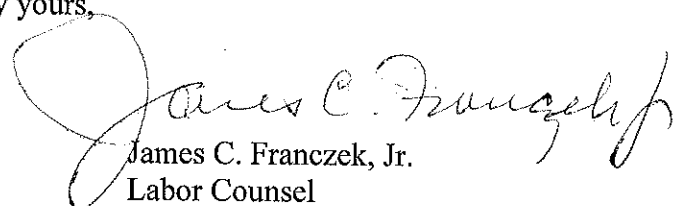
- Between now and February 8, the parties will schedule additional bargaining sessions and beginning the week of January 4 schedule at least twice weekly sessions and additional sub-committee sessions with the goal of resolving or reducing, by agreement or by withdrawal, the hundreds of issues that remain on the table.
- Between now and February 8, the parties will decouple the 4.5 issues from the mandatory subjects and determine whether or how to implement the 4.5 impasse resolution procedures.
- Beginning November 19, 2015, the parties will seek the guidance of Mediator Malin to establish the agenda and work with the parties separately and jointly to help broker compromises on the outstanding issues.

Please let us know if the foregoing is acceptable to the Union.



Joseph Y. Moriarty
Chief Labor Relations Officer

Very truly yours,



James C. Franczek, Jr.
Labor Counsel