

***This letter has been emailed to the Lead Negotiator for Durham School Services.

Mr. Avery:

The group, as you requested, has considered the Company's "FINAL OFFER." It was overwhelmingly rejected. As we have repeatedly told you since we first met back in June 2025, your proposal regarding physicals continues to be a non-starter for us. We have explained in detail numerous times the problems and costs with the current third-party medical review firm (HireRight), but to no avail. We've made numerous information requests, both at the table and in writing, about this issue, and the Company has refused to answer our questions or provide information. This refusal to provide information is the subject of pending unfair labor practice charges, as you know.

Also, Durham refuses to meet the standards it has committed to in its contract with the MSBSD, including things like training, safety, and professional development. Additionally, we remain far apart on wages, in particular the attendant and monitor rates, and on paid cancellation days.

If Durham is willing to move on each of these issues, then we are still holding the Feb. 23-27 dates for bargaining. You asked about mediation. We are open to mediation, if Durham is interested and able to arrange for a mediator to participate during those dates. What we are not willing to do is delay this process further.

If the employer continues to dig in and show little, and in some cases zero, movement (as has been the case since June 2025), then further bargaining is pointless—regardless of mediation. Absent movement in the above areas, there simply is no reason for us to meet. Further bargaining would be futile given the employer's persistent rejection of our proposals on these critical matters.

Please consider this your ten-day notice of termination of the Agreement.