



Bargaining Matters

Issue 11

November 22, 2013

Your UTP Bargaining Team would like to acknowledge the support and commitment UTP members made by showing up to the PUSD School Board meeting on Thursday, November 21. Your voices were heard loudly and clearly, and your presence made an immediate impact at the Bargaining table on Friday, November 22!

The agenda focused on negotiating Health and Welfare Benefits for the 2014 Plan Year.

UTP Counter Proposal #3:

	<u>Kaiser (Status Quo)</u>	<u>Blue Shield POS (Status Quo)</u>
Single	2.7% of the total premium [\$15.35 for the 2014 Plan Year]	2.6% of the total premium [\$21.63 for the 2014 Plan Year]
Two Party	2.9% of the total premium [\$32.96 for the 2014 Plan Year]	2.6% of the total premium [\$45.14 for the 2014 Plan Year]
Family	5.0% of the total premium [\$80.42 for the 2014 Plan Year]	4.8% of the total premium [\$113.18 for the 2014 Plan Year]

District Proposal #4:

The District presented its Health and Welfare Benefits proposal #4. The proposal included two options, both contingent on switching to the SISC Kaiser, SISC Blue Shield HMO, and SISC Blue Shield PPO plans, and both options included a Cap on the District's contribution. This proposal included a second option that provided the status quo rates (what your out-of-pocket rates are today) and a 1% increase to the salary schedules.

UTP Counter Proposal #4:

UTP's counter proposal consisted of the following two options:

UTP Option One

	<u>Kaiser (Status Quo)</u>	<u>Blue Shield POS (Status Quo)</u>
Single	2.7% of the total premium [\$15.35 for the 2014 Plan Year]	2.6% of the total premium [\$21.63 for the 2014 Plan Year]
Two Party	2.9% of the total premium [\$32.96 for the 2014 Plan Year]	2.6% of the total premium [\$45.14 for the 2014 Plan Year]
Family	5.0% of the total premium [\$80.42 for the 2014 Plan Year]	4.8% of the total premium [\$113.18 for the 2014 Plan Year]

Beginning Plan Year 2014 and each Plan Year thereafter, the District shall pay the cost of any increases to Health Benefits premiums.

UTP Option Two

	<u>SISC Kaiser</u>	<u>SISC Blue Shield HMO</u>	<u>SISC Blue Shield PPO</u>
Single	\$13	\$15 [2.6% of the premium]	\$19 [2.6% of the premium]
Two Party	\$28	\$30 [2.6% of the premium]	\$38 [2.6% of the premium]
Family	\$68	\$77 [4.8% of the premium]	\$100 [4.8% of the premium]

The District is saving money by switching to SISC. Therefore, the savings should be applied to lowering the out of pocket rates paid by our members and restoring the 2009-2010 percentage rates for the out-of-pocket expenses.

Beginning Plan Year 2014 and each Plan Year thereafter, the District shall pay the cost of any increases to Health Benefits premiums.

UTP Counter Proposal #4 (continued)

United Teachers of Pasadena retains the right to apply some or all of the increased cost of the Health Benefits premiums as a percentage increase on all UTP bargaining unit Salary Schedules instead. If UTP invokes this right, the proportionate increased cost of the premium would be passed on to bargaining unit members and the District shall increase all bargaining unit Salary Schedules by that proportionate amount.

This increase to the salary schedules is separate and apart from a salary schedule increase under Article XIV Salary and Salary Schedule Rules and Regulations.

Effective July 1, 2013, the District shall provide a 3.0% increase on all salary schedules contained in Appendix A of the Contract.

District Proposal #5:

Prior to ending the session the District responded by presenting its proposal #5. The District offered two options:

District Option One

	<u>SISC Kaiser</u>	<u>SISC Blue Shield HMO</u>	<u>SISC Blue Shield PPO</u>
Single	\$13	\$13	\$135
Two Party	\$28	\$28	\$281
Family	\$68	\$68	\$400

District Option Two

	<u>SISC Kaiser</u>	<u>SISC Blue Shield HMO</u>	<u>SISC Blue Shield PPO</u>
Single	\$13	\$97	\$135
Two Party	\$28	\$243	\$281
Family	\$68	\$362	\$400

Effective July 1, 2013, the District shall provide a 1.0% increase on all salary schedules contained in Appendix A (Option Two ONLY).

District Proposal #5 (continued)

Both of the District's options include the following language regarding future increases to the costs of health insurance premiums:

This level of contribution shall not increase unless agreed to by the parties in a subsequent negotiated agreement. The District shall pay the cost of any increases to Health Benefits premiums. United Teachers of Pasadena retains the right to apply some or all of the increased cost of the Health Benefits premiums as a percentage equivalent on UTP bargaining unit Salary Schedules. If UTP invokes this right, then the amount applied to Salary Schedules will increase the out-of-pocket expense for UTP Unit Members proportionately.

Thanks to the “hey, hey, ho, ho, the benefits cap has got to go” message of the membership, the District backed down and backed off from its insistence of a Cap on the District’s contribution to Health and Welfare Benefits.

The UTP Bargaining Team will negotiate again on December 13, 2013, and will present its counter proposal #5.

A General Membership informational meeting to review the proposed health plan options will be held Tuesday, December 10, during 4:00–5:00 p.m. at PHS in the Franco Theatre.