



Bargaining Matters

Issue 12

December 13, 2013

On Friday, December 13, 2013, the UTP and PUSD Bargaining Teams met for negotiations. The session focused on working toward an agreement on Health and Welfare Benefits and Salary. The teams exchanged proposals/counter-proposals during the course of the day. The following chart summarizes the teams' positions at the end of the session:

Option #1 – Continue with Status Quo Blue Shield POS/Express Scripts and Kaiser Plans		
Blue Shield POS	UTP (Counter-Proposal #6)	PUSD (Proposal #7)
Single	\$21.63	\$195.00
Two-Party	\$45.14	\$407.00
Family	\$113.18	\$566.00
Kaiser		
Single	\$15.35	\$91.00
Two-Party	\$32.96	\$184.00
Family	\$80.42	\$289.00
Salary	3% increase, effective July 1, 2013	0% increase
Option #2 – Move to the SISC Blue Shield HMO/PPO and Kaiser Plans		
Blue Shield HMO	UTP (Counter-Proposal #6)	PUSD (Proposal #7)
Single	\$15.00	\$13.00
Two-Party	\$30.00	\$28.00
Family	\$77.00	\$68.00
Blue Shield PPO		
Single	\$19.00	\$117.00
Two-Party	\$38.00	\$160.00
Family	\$100.00	\$305.00

Kaiser Single Two-Party Family	\$13.00 \$28.00 \$68.00	\$13.00 \$28.00 \$68.00
Salary	3% increase, effective July 1, 2013	0.5% increase, effective July 1, 2013
Option #3 – Move to the SISC Blue Shield HMO/PPO and Kaiser Plans		
Blue Shield HMO Single Two-Party Family	UTP (Counter-Proposal #6) UTP did not propose a third option.	PUSD (Proposal #7) \$97.00 \$243.00 \$362.00
Blue Shield PPO Single Two-Party Family	UTP did not propose a third option.	\$135.00 \$281.00 \$400.00
Kaiser Single Two-Party Family	UTP did not propose a third option.	\$13.00 \$28.00 \$68.00
Salary	UTP did not propose a third option.	1% increase, effective July 1, 2013

The session concluded after receiving the District's proposal #7 above. The District's position is that if UTP remains with the status quo plans, then 100% of the increase costs would be paid for by the membership and there would be 0% salary schedule increase. Obviously the District's proposed out-of-pocket costs would be a huge financial hardship for the membership, which makes the District's Option #1 NOT AN OPTION AT ALL.

The District's Option #2 shows movement and the most promise for reaching a settlement. It requires, though, that we move to the SISC Kaiser, SISC Blue Shield HMO, and SISC Blue Shield PPO plans. The proposed rates honor the commitment to restore the out-of-pocket costs for two of the plans – SISC Kaiser and SISC Blue Shield HMO. The District's offering of a 0.5% salary schedule increase is insulting and unacceptable considering the concessions UTP members have made in the past several years. The ten furlough days equaled a 2.7% cut for each of the two years. In addition, there has not been any salary schedule increase since 2007! UTP believes a 3% salary schedule increase is not only fair but long overdue. It is time to RESTORE AND ENHANCE NOW!

Last, the District's Option #3 really only benefits our Kaiser members who account for slightly less than half of the membership. Blue Shield members have been paying significant out-of-pocket costs over the past three years, would have to give up the POS plan, and continue with those same high monthly costs. The 1% increase does not compensate for the high monthly costs nor does it provide any restoration or enhancement as agreed upon last February 2013.

The UTP team expressed disappointment that the District is not offering a proposal that shows its commitment to honor the Contract to RESTORE and ENHANCE. Membership worked relentlessly to raise schools' API scores and continues to work diligently to incorporate the new common core standards. Employee morale is very low, many are dealing with significant behavior problems in the classroom, there are fewer resources and support staff yet larger class sizes. Living expenses have gone up while our paychecks have remained either the same or less (Blue Shield members). Many UTP members cannot afford to buy, rent, or live in Pasadena, Altadena, or Sierra Madre. While the furlough days were restored, nevertheless we lost ten days of pay. UTP members are not being respected or appreciated. More money is available with the Local Control Funding Formula (LCFF), and more money is coming next year and thereafter. The District somehow manages to have high ending balances, even in the lean years when membership partnered with the District to share the financial hardship. The UTP membership shouldered the increased costs to the health premiums, furlough days, and layoffs.

The next bargaining session scheduled is January 17, 2014, at which time UTP will present its Health and Welfare Benefits counter-proposal #7.

In the meantime, we will remain with the status quo plans, and the rates will continue as they are going into the New Year.

- NOW is the time for the District to Honor the Contract.
- NOW is the time for the District to Restore and Enhance compensation.
- NOW is the time for the District to recognize our Efforts!

**OUR MESSAGE REMAINS CONSTANT:
WE SHALL NOT AGONIZE!
WE SHALL CONTINUE TO ORGANIZE!
ALL FOR ONE AND ONE FOR ALL!**