



Bargaining Matters

Issue 13

January 17, 2014

On Friday, January 17, 2014, the UTP and PUSD Bargaining Teams met for negotiations. When we last met in December 2013, the District gave us their Health and Welfare Benefits and Salary Proposal #7. After reviewing the District's Proposal #7, we believed that the teams were closer to reaching a settlement. Therefore, we began the session by presenting the District with a Comprehensive Settlement Proposal that included Health and Welfare Benefits, Salary, Completion of Meet and Negotiation, and Duration and Signatures.

Health Benefits and Salary

The following chart illustrates UTP's Counter-Proposal #7 for the Health and Welfare Benefits and Salary Articles (presented as part of the Comprehensive Settlement Proposal), and the District's response (Proposal #8).

	UTP (Counter-Proposal #7)	PUSD (Proposal #8)
<u>Option #1 – Continue the Status Quo Blue Shield POS/Express Scripts and Kaiser Plans</u>		
<u>Blue Shield POS</u>		
Single	UTP decided to delete the District's Option #1. (see explanation on page 2)	\$195.00
Two-Party		\$407.00
Family		\$566.00
<u>Kaiser</u>		
Single	UTP decided to delete the District's Option #1. (see explanation on page 2)	\$91.00
Two-Party		\$184.00
Family		\$289.00
Salary	UTP decided to delete the District's Option #1. (see explanation on page 2)	0% increase

	UTP (Counter-Proposal #7)	PUSD (Proposal #8)
<u>Option #2 – Move to the SISC Blue Shield HMO/PPO and Kaiser Plans</u>		
<u>Blue Shield HMO</u>		
Single	\$13.00	\$13.00
Two-Party	\$28.00	\$28.00
Family	\$68.00	\$68.00
<u>Blue Shield PPO</u>		
Single	\$117.00	\$117.00
Two-Party	\$160.00	\$160.00
Family	\$305.00	\$305.00
<u>Kaiser</u>		
Single	\$13.00	\$13.00
Two-Party	\$28.00	\$28.00
Family	\$68.00	\$68.00
Salary	3% increase, effective July 1, 2013	2% increase, effective January 1, 2014

As part of UTP's Comprehensive Settlement Proposal, we proposed Article XXIX, Completion of Meet and Negotiation and Article XXX, Duration and Signatures, which would enable us to end the bargaining cycle and close the Contract for the three year term, July 1, 2013 – June 30, 2016, with limited reopeners. The District was not prepared to respond with a counter-proposal during the session, stating that the District's position required a discussion with the School Board first. For the District to come into a bargaining session without full authority to reach a settlement is a violation of the Bargaining Protocols. More importantly, it constitutes a violation of Good Faith Bargaining. The District will respond to our Comprehensive Settlement Proposal at our next session on January 31, 2014.

The District stated that it kept its position for Health and Welfare Benefits Option #1, status quo with all cost increases passed on to our members, in case we do not reach a settlement and if moving to SISC is withdrawn as an option. UTP decided to delete the District's Option #1 in the counter-proposal #7 as the cost is not feasible for the membership. Option #2 allows UTP membership to have three options:

- SISC Kaiser
- SISC Blue Shield HMO, with rates that are restored back to those of the 2009-2010 school year.
- SISC Blue Shield PPO, with rates that are less than members are paying now.

Moving to SISC puts us in a much larger insurance pool, which will be more effective in keeping our premiums low in future years. The teams are in agreement on the member out-of-pocket costs, but continue to be at odds with the salary schedule increase. UTP has proposed a 3% salary increase, effective July, 1, 2013. The District offered 2%, **effective January 1, 2014** - only a 1.09% salary schedule increase for the year, less than COLA! The District admits that it continues deficit spending.

Every year we hear the same story and every year we see large ending balances. We have witnessed many times that while the District is deficit spending it always seems to have money for buying new programs and hiring new administrators.

Hours

The District presented its Article VI – Hours proposal #1. The District’s proposal would cut away at “B” Monday time and goes a step further by including meetings before and after school. The District proposed the following language: “Voluntary staff development and/or training may be attended by a UTP member before, during, or after school on a ‘B’ Monday.” In addition, if your school is in Program Improvement or WASC review, the “Site Principal may call a voluntary staff meeting on a ‘B’ Monday.” We all know that should you assert your right to not volunteer for these “voluntary” trainings/meetings, you will not be seen as a team player.

The District also proposes teachers at middle and high schools give up one preparation/planning period every week (Tuesday – Friday) for the purpose of “collaboration” meetings. Secondary teachers already feel the increased workload:

- Large class sizes result in increased paperwork
- Incorporating common core units takes more planning time
- Textbooks are outdated and not aligned with the common core standards
- The high incidence of behavior issues requires more hours spent in parent conferences and IEPs
- And preparation/planning periods are frequently lost covering other classes when substitutes are not available.

The District’s proposals show that YOU ARE NOT VALUED! The District received more money from the State this year than last year, but NO employee PAY RAISE was factored into the budget. The District wants you to give up YOUR “B” Mondays and YOUR preparation/planning periods for “collaboration” meetings, which means YOU will be required to spend more of your personal time preparing lessons, grading papers, and communicating with parents.

Next Steps

The next bargaining session is January 31, 2014. During that session the District team will present to the UTP team its counter-proposal #1 on the Comprehensive Settlement Proposal. UTP will respond to the District’s Article VI – Hours proposal #1.

UTP members will continue with the planned RALLY at the school board on January 30, 2014. Your presence is critical for getting this Contract Agreement settled! When we showed up and shut down the meeting, we saw that the District removed the CAP on health benefits. We need to secure a reasonable salary increase and to let the School Board know that they cannot regress with “B” Monday time and preparation/planning periods.

DO YOU WANT A SALARY INCREASE?

RALLY at the school board on January 30!