



Bargaining Matters

Issues 14 & 15 February 2 & 8, 2018

On February 2 and 8, 2018, the UTP and PUSD Bargaining Teams met to negotiate a supplementary resignation/retirement incentive.

Background Information:

The supplementary resignation/retirement incentive is a plan designed by PARS (Public Agency Retirement Services). PARS purchases annuities through Pacific Life Insurance Co. to payout the resignation/retirement incentive to eligible UTP members. In order to be eligible to participate in the supplementary resignation/retirement plan, UTP members must be at least 55 years old with 5 years of service, or 50 years old with 30 years of service, and commit to resigning from the District on an agreed upon date determined by the UTP and PUSD Bargaining Teams. Eligible members who choose to accept the offer would be required to resign from the District but are not required to retire from CalSTRS.

If UTP and PUSD reach an Agreement to purchase the supplementary resignation/retirement incentive plan, then PARS would provide eligible members detailed plan information and all the available payment options specific to each member.

Here are the key details of our respective proposals:

PUSD Proposal #1	UTP Counter-Proposal #1
UTP members who decide to resign/retire would receive 75% of their final pay, not to include the longevity service increment of 5% for 15 years nor the longevity service increment of 5% for 20 years of service in PUSD.	UTP members who decide to resign would receive 85% of their final pay, which would include the longevity service increments of 5% for 15 years and of 5% for 20 years of service in PUSD.
Eligible UTP members shall receive health benefits according to Section 15.10 of the Contract.	Eligible UTP members shall receive health benefits according to Section 15.10 of the Contract.

The District would arrange to have CalSTRS counselors meet with interested members.	The District would arrange to have CalSTRS counselors meet with interested UTP members no later than March 29, 2018.
Eligible UTP members must submit an irrevocable letter of resignation no later than March 16, 2018.	Eligible UTP members must submit an irrevocable letter of resignation no later than April 13, 2018.
Final decision to move forward with the plan would rest with the PUSD Board of Education , who would need to determine the cost savings generated based on the number of members who opt-in.	If the minimum number of 67 of UTP members eligible for plan participation would not be met by April 13, 2018 , then the plan would be revoked, and member resignations would be rescinded.
	The cost savings would be placed in a separate line item in the District's 2018-2019 Adopted Budget for UTP member compensation with distribution rights, i.e. applied to salary and/or to health and welfare benefits as determined by UTP.
	The District would use all one-time funds to pay the annual cost of the plan.

After UTP provided the District with its Counter-Proposal #1, the District met in its caucus and returned to the table with its Proposal #2. **The District agreed to increase the payout incentive to 85% of the member's final pay, to include the longevity service increments of 5% for 15 years and of 5% for 20 years of service in PUSD.** However, the District did **NOT** include any offer to pass on the cost savings to UTP members in the 2018-2019 Adopted Budget. We will meet for negotiations again on February 16, 2018, so UTP will provide the District with its Counter-Proposal #2.