On Friday, May 18, 2018, the UTP and PUSD teams met for negotiations. UTP presented the District with its Health and Welfare Benefits Proposal #3, and the District in turn responded with its Counter-Proposal #3. The following table represents the difference between the two parties at the close of the bargaining session:

<table>
<thead>
<tr>
<th>UTP Proposal #3</th>
<th>PUSD Counter-Proposal #3</th>
</tr>
</thead>
<tbody>
<tr>
<td>PUSD provides the additional provisions to Delta Dental:</td>
<td>PUSD does NOT provide the additional provisions to Delta Dental.</td>
</tr>
<tr>
<td>1. Diagnostic &amp; Preventive</td>
<td></td>
</tr>
<tr>
<td>2. Prosthodontics Services</td>
<td></td>
</tr>
<tr>
<td>3. Orthodontics</td>
<td></td>
</tr>
</tbody>
</table>

The District’s Counter-Proposal does not include the additional provisions to the Delta Dental plan. Adding these provisions would make UTP’s Delta Dental Plan comparable to the other employee groups who have either two or all three of the provisions.

The District’s rationale was that since it did not know what the health and welfare benefits cost will be in 2019-2020, it could not afford to provide the additional benefits in 2018. This argument is completely faulty as we NEVER know what the increased costs to the health and welfare plans will be until a few months prior to the renewal date (October 1st). We are not negotiating the health and welfare plans for 2019-2020 right now, so therefore, the District’s rationale to deny UTP members the dental provisions is totally unjustifiable. Besides, the cost to add the provisions is so low this year ($204,894) and it is the only hope of an increase of our total compensation for the 2018-2019 school year! The increased cost is certainly something the District could budget for if it wanted to show UTP members that they are valued employees!

The Governor’s May Revise projects an increase to the Cost-of-Living Adjustment (COLA) and additional dollars to schools above the initial January proposed State Budget, so NOW is the perfect opportunity to bring parity to UTP members. Without a pay raise this school year and the
rising cost of living and CalSTRS costs next school year, UTP members will not be able to afford to increase their monthly out-of-pocket costs to add the provisions.

To add insult to injury, the District introduced entertaining the idea of generating money for UTP total compensation (pay raise and/or to health and welfare benefits) by increasing the Class Size staffing ratios. In other words, the District has no intention to budget for an increase to total compensation, but rather wants UTP members to “earn” it for themselves by increasing the number of students in our classrooms. In addition to the fact that the District is asking UTP members to work even harder, raising class sizes would be detrimental to the educational program in PUSD. It is not educationally sound to increase class sizes when they are already too high! Our students need more of our attention, not less!

When you show your employees that they are valued, you get better job performance, you improve morale, and employees will want to stay. It is really sad that the District refuses to see the big picture by making its employees a priority!

Every time UTP fights for a raise, which usually requires picketing and school board speeches, every other employee group ends up enjoying the same pay raise as us! It is only right that the District reciprocates the same treatment to UTP members by adding the provisions to our dental plan. The District has a perfect opportunity to build morale, send a clear message that UTP members are appreciated, and that we have not been forgotten!

For your information, the provisions provide the following benefits:

**Diagnostic and Preventive Services:**
Regular preventive care, early diagnosis, and treatment can help you avoid more costly dental problems that may develop or be worsened by lack of basic preventive care. These services do not apply towards the calendar maximum of $1,700 and include:

- oral evaluations
- routine cleanings
- x-rays
- fluoride treatments

**Prosthodontics coverage:**
- Bridges
- Dentures
- Implant
- Overdenture
- Pontic

**Orthodontics coverage:**
- Malocclusion
- Retainer
The end of the school year is only a few days away, however, the Health Benefits crisis will be awaiting ALL UTP BARGAINING UNIT MEMBERS in the 2018-2019 school year. The District believes that you will swallow its version of “Poverty Kool Aid” when you return for the new school year. The District would have you believe that fiscal instability calls for a “permanent solution to a temporary problem”. In fact, the District has a timeline for achieving fiscal solvency, so we know that its cry of ongoing poverty is self-serving. The antidote to the toxic Kool Aid is of course to STOP AGONIZING AND START ORGANIZING! So, over the summer, you will have time to further adjust your family budget with the understanding that a further financial kick-in-the teeth is being masterminded by the District. Its recent bargaining proposal envisions a “cap” to the District’s monetary contributions to the Health Plan premiums. This means that UTP bargaining unit members would pay further out-of-pocket for any increases beyond the “cap”. The District geniuses believe that you will do nothing to object to this logic because you would not kick the District when it is down. The managers in the ivory tower forget that District employees are also “down”. Tightening the budget is the right thing to do, however, tightening the rope around the necks of loyal District employees is NOT the right thing to do. The District has the financial resources to agree to UTP’s last Health & Welfare proposal without jeopardizing its Fiscal Stabilization Plan.

Day 1 of the new school year will be your first opportunity to refuse to drink the Poverty Kool Aid that awaits you. YES, LET’S STOP AGONIZING AND START ORGANIZING.