



## Bargaining Matters

Issue 25

March 7, 2019

On Thursday, March 7, 2019, the UTP and PUSD Bargaining Teams met for negotiations. During the previous bargaining session, the District stated that it would provide a response to UTP's salary proposal at this session. The District, however, **FAILED** to come to the table with full authority and did not provide UTP with a counter-proposal on salary! The District stated that the School Board wanted to find out if there were any other money issues that UTP planned to propose so they could calculate them into a total compensation package.

Other than a salary schedule increase and the restructuring of the Child Development salary schedule, the only other money issue is the outstanding Health and Welfare Benefits proposal that we gave the District in 2017-2018, which includes enhancements to the Delta Dental provisions. When UTP proposed adding the three provisions to the dental benefits (Orthodontics, Diagnostic and Preventive, and Implants), the District would not agree to them unless UTP agreed to put a cap on the District's contributions towards our health benefits. UTP believes that the District needs to add these provisions since the other employee groups, APSA and CSEA, have 2 or all 3 of the provisions. It is **INDEFENSIBLE** and **INSULTING** that the UTP members are not afforded the same benefits as the other employees across the District. For the 2018-2019 school year, the cost was just under \$205,000.00 to add the provisions. The cost at this point in the year would be minimal (approximately \$50,000) since the majority of the school year has already passed!

The District wanted to give us its proposal on Article IX, Leaves, stating that its proposal would benefit the membership as it would update the language according to current law. We stated that the Leaves Article language is not a pressing matter, purely cosmetic, and the District is obligated to follow the law whether or not the language is in our Contract. Your UTP Bargaining Team informed the District that we will not entertain another article until the District gets caught up with the three that it owes us. At that point, we ended the session as the District had **NO AUTHORITY** to make a counter to UTP's Salary and Health and Welfare proposals.

Clearly, the District is stalling! It is **UNACCEPTABLE** that it did not make it a **PRIORITY** to return to the table with a counter-proposal on Salary! The UTP Membership has been waiting very patiently for a pay raise going on three years now!

## **SAVE THE DATE: MARCH 28th School Board Meeting**

Mark your calendars. Do you want a pay raise, increased dental benefits, improved working conditions, and to be treated with respect? If your answer is yes, then you must join your colleagues at the March 28th School Board Meeting. We have listened to the District speak about its fiscal challenges, but UTP members also are facing real fiscal challenges. Our salaries have not kept pace with the cost of living or with our comparable school districts. United, we will be heard!

**It is time to show your RED!**