

# **CAUSE ADVISORY**

## **General Meeting: Contract Ratification Event Phase 1: Classified and Certificated - Joint Issues**

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CUSD Colleagues,

CAUSE Leadership invites and encourages ALL staff and faculty (CLASSIFIED & CERTIFICATED) to join us at our upcoming contract ratification event. Come clarify your level of support for the most recently bargained contract language (i.e. tentative-agreements) now up for ratification.

**November 28, 2018 @ CMS \* MPR**

[[ [ ] ]]

**Ballots accepted between 3:30 - 5:00**

**PM**

**[Proxy Ballots will be accepted. (see attached)]**

### **Background:**

The 2018-19 bargaining cycle officially began in the Spring of 2018. At that time and for the sake of efficiency, a procedural agreement was made. The agreement included two distinct phases; before the 2018-19 bargaining cycle can be completed.

In the first phase of the agreement, the bargaining partners chose to negotiate all contractual issues shared by both bargaining units: CLASSIFIED [ i.e. support staff ] & CERTIFICATED [ i.e. faculty, counselors, etc. ] . This allowed us to negotiate these shared topics with representatives from both units present. Even with the District delays and obstructive behavior, this has been a significantly more efficient approach.

Once the first phase was completed, the District and the Union agreed to a second phase of bargaining. In the second phase, the bargaining partners will finalize the 2018-19 collective bargaining cycle by negotiating the remaining CLASSIFIED issues that are not shared by both bargaining units. This phase remains incomplete.

With the first phase completed, the Union's CLASSIFIED & CERTIFICATED bargaining teams are proud to present the tentative agreements resulting from this phase of bargaining. Through

September and October, Union Leadership has held informational events promoting and clarifying the agreement. We continue to invite your questions, and have attached tentative contract language now under consideration.

In order to ratify the tentative agreements, Union members must demonstrate their support for the agreements through a ratification event. At this event, members will vote to either endorse or reject the tentative agreements. If the agreements are endorsed, they become contract language moving forward. If the tentative agreements are rejected, it's back to the bargaining table for the bargaining partners.

### **Moving Forward [ Beyond the Nov. 28th ratification event ] :**

The Union will hold a second ratification event once the second phase of the 2018-19 CLASSIFIED bargaining cycle has been completed. The final remaining topic falls under **Article 6: Compensation & Benefits**.

Currently, the Union's counter-proposal to the District's proposal (*received on October 17, 2018*) continues to encourage the CUSD to include a **lower premium / higher deductible health care option** for our CLASSIFIED colleagues. Many struggle to access affordable health care in the District. To make matters worse, recent and strategic changes in the CUSD's employment practices have only exacerbated the problem.

CAUSE Leadership recognizes that access to health care results in increased personal stability for District employees and their families. By increasing the personal stability of District employees, Union Leadership also recognizes that we:

- 1.) ...increase the overall health and well-being of District personnel.
- 2.) ...incentivize employment in the District, which struggles unnecessarily to fill both CLASSIFIED and substitute positions due to notoriously low compensation levels and hostile employment practices.
- 3.) ...decrease turnover, as well as increase retention and loyalty to the District.
- 4.) ...improve the teaching and learning environment by minimizing transiency and the fiscal distractions that plague the District and its employees.
- 5.) ...increase our ability to focus on our professional roles and remain available to go above and beyond to reach our students and their families.

CAUSE Leadership believes our lowest paid CLASSIFIED colleagues deserve access to (at least) the barest of health insurance options available. Not only is it time to think progressively about how to resolve the District's challenges; that time is long overdue.

[FACT: *Did you know that every time a CLASSIFIED employee can not afford to buy-up to the District's fully-funded plan, they forfeit between \$10 ,000- \$14,000 in health care compensation that was actually earned?*]

To help make a low premium - high deductible plan even more affordable, the Union also proposes that the District and eligible CLASSIFIED plan-holders split the savings/difference between the District's fully-funded health care option and the lesser low premium - high deductible plan. This would put much needed dollars in the hands of those most unable to access the District's current plan options. The Union's counter proposal also encourages the District to consider incentivizing the low premium - high deductible plan by offering a 'Health Savings Accounts' [HSA's] to relieve the uncertainty that often accompanies plans such as these.

CAUSE Leadership looks forward to reaching agreements related to the above health care options in the next few weeks. When that occurs, Union Leadership will again invite members to demonstrate their support for all tentative agreements associated with the second phase of the 2018-19 collective bargaining cycle.

**\* C.A.U.S.E. - Yes We Can !\***