

Tentative Package Agreement

Between LIUNA and CUSD

April 24, 2012

In an effort to meet the classified "fair share" portion of the budget deficit, currently estimated to be \$534,000, CUSD and LIUNA agree to the following:

1. CUSD and LIUNA will timely investigate and analyze offering classified members and retirees medical benefit plans through Public Employees Benefit Trust (PEBT) or other carriers for 2012-2013. The parties' goal is to offer tiered rate HMO-only plans which will reduce costs both for the District and LIUNA members. The parties will endeavor to achieve savings of approximately \$300,000 to the District in the 2012-2013 school year in comparison to 2011-2012. The plan components shall be resolved by June 1, 2012, with implementation on September 1, 2012.
2. A **limited** option to grandfather participation in the current District plan (but not at the current rate) will be developed as part of the agreement, with specifics to be agreed to by both parties.
3. Upon implementation of the separate insurance plans for Classified employees, all new Classified unit members hired after the date of implementation will be limited to PEBT HMO-only plans, which will result in further cost savings in subsequent years.
4. If the medical benefit plan changes do not generate at least \$300,000 in savings for 2012-2013, the parties will meet and develop alternative cost savings measures and/or design plan changes to achieve the difference.
5. If the classified portion of the budget deficit is still not met, and the Board takes action to lower the number of student instructional days during the 2012-2013 school year and institutes temporary furlough days for both teachers and administrators, LIUNA agrees to accept temporary furlough days on behalf of all classified staff for those specific student instructional days that are identified as furlough days.
6. The committee charged with developing a "Fair Share" formula specifically designed for Basic Aid status will immediately convene and develop trigger language to plan for restoration of the temporary furlough days as the District's financial situation improves.
7. Both parties agree to meet and analyze the data every 3 months to monitor and adjust the deficit reduction plan. Should the savings from items 1-5 fail to achieve the LIUNA "fair share" portion, the parties agree to implement further cost savings that may include additional furlough days and/or work year adjustments.
8. Both parties agree to the contract changes A-N (attached as Exhibit 1).

LIUNA Representative

CUSD Representative

Date

Date