



Joint Report from CUSD/LIUNA Negotiations

April 4, 2012

Dates of Bargaining Meetings: 6/17; 9/20; 9/30; 10/14; 10/18;
10/28; 11/14; 12/1; 12/16; 1/9; 2/6; 2/28; 3/22; 3/28; 4/3

List of Bargaining Unit Team Members

CUSD

- Devin Vodicka, Asst. Supt.-Business Svcs
- Torrie Norton, Asst. Supt.-Personnel
- Steve Ahle, Principal
- Robert Devich, Principal
- Curt Huckins, Director-Facilities, Ops. & Trans.

District Resource

- Amy Lawton, Classified Director

LIUNA Local 777, CUSD Chapter

- Paul Bechely, LIUNA Local 777 Rep
- Jennifer Wozniak, LIUNA Local 777 Rep
- Jan Tokorcheck, CUSD Chapter President
- Jeannie Boling, CUSD Chapter Vice-President
- Heather Gearing, CUSD Chapter Treasurer
- Melody Flanagan, CUSD Chapter Member-at-Large
- Jennifer Thirkell, Member-at-Large

Please refer to previous Joint Bargaining Update for background

Overview of information exchanged to date:

- District finances – As of April 3, 2011, the current deficit for 2012-2013 school year is \$2.4 million.
- “Fair Share Concept” – The Classified portion of total employee compensation is 22.26%. Therefore, the Classified portion of the deficit now stands at approximately \$534,000.
- LIUNA will research the feasibility of offering lower cost medical benefit plans to Classified.
 - Goal is to make sure health insurance coverage is as affordable as possible, especially to our part-time members, while still providing a choice of comprehensive HMO/PPO plans.
 - Proposal may include tiered premiums for Employee Only, Employee+1, Employee+family, etc.
 - New hires will be limited to choosing between HMO only plans.
 - Any District cost savings as a result of this change will be applied to the Classified portion of the deficit.
- Furlough Days:
 - LIUNA has maintained its position that temporary furlough days are preferable to more classified members being laid off or having their hours reduced.
 - If the Board reduces the number of instructional days for students, and implements furlough days for teachers and administrators, Classified members will also participate in those furlough days.
 - Furlough plans must have triggers for reduction of furlough days as budget climate improves.
- Multiple contract language changes have been proposed, and we are close to agreement in the following areas:
 - Non-Work Days
 - Floating Holidays
 - Catastrophic Leave
 - General Leaves
 - Grievance Procedures
 - Fair-Share process for Basic Aid districts
 - Vacation Carryover
- Agreement to meet with the District in 3-month intervals, to review deficit reduction progress and make adjustments as necessary.

Next steps

Next Negotiations session on 4/12; LIUNA to present counter-proposal.
Continue to share information—updates will be posted online.