



## **LIUNA Local 777 Proposals to Carlsbad Unified School District**

1. LIUNA believes it best to look for changes in the current year, in an effort to reduce the total amount of reductions necessary for the next year.
2. We propose to break up the amount of our deficit into three increments, over an 18 month period commencing January 1, 2012. This would result in a deficit reduction goal we would target during each of the 6 months' increments.
3. At this point in time, with the estimated \$10.5 million deficit, the classified portion is approximately \$2.3 million (22.19%). This would equate to a goal for deficit reduction of approximately \$600,000 for the first of the 3 intervals, because of the compounding effect of the cost reductions.
4. LIUNA proposes the district offer an Early Retirement Incentive Program (ERIP) to classified employees. LIUNA believes that an ERIP would generate the most significant amount of savings, both in the short term and ongoing. There would not only be savings by replacing employees higher on the salary scale with newer employees at a lower annual cost, but there would be higher savings for vacant positions that are eliminated. There are significant differences in the annuity-style ERIPs offered in the past to certificated employees and the one-time cash payout we are proposing.
5. Vacant positions – All vacant positions should be assigned to categories based on the need to fill the position (i.e. Must fill immediately, leave vacant for a period of time, adjust work year/hours, eliminate position). This should be implemented immediately.
6. If the District reduces the number of instructional days for the school year, instituting temporary furlough days for all certificated and administrative employees, LIUNA agrees to implement temporary furlough days for all our members to equal the number of instructional days reduced. LIUNA requests to be involved in selecting the scheduling of the resulting furlough days, due to potential unintended impact on retirement benefits.

7. Standardize Work Year Calendars for certain job classifications to provide equity (i.e. some School Admin Asst positions are 227 days, some are 238 days, depending on the work site). LIUNA proposes that the Personnel Advisory Committee be assigned to look over these positions and make recommendations for work year adjustments. Further, we propose the work year adjustments be implemented over a 2-3 year period; however any of these positions that are vacated will have their work year adjusted immediately.
8. Vacation payout at the end of the year for all employees, not just less than 12 month employees. This will save the district money by not having to pay large amounts of vacation payouts at a later day at higher rates of pay. Employees would have to request permission to carry over up to one-year's allotment for a specific purpose.
9. Certain contract articles need to be edited (i.e. replacing all references of FUSE to LIUNA). We will submit proposed language changes at our next negotiations session.
10. Interdistrict transfers should all be eliminated, except for children of CUSD employees. See attached spreadsheet.
11. We propose analyzing the data every 3-6 months along the way to check our progress and see what changes, if any, need to be made to the deficit reduction plan.
12. As our reduction in force and ERIPs go in effect, we feel that our overall percentage of labor costs should decrease, and will need to be recalculated at intervals to see what our balance would be. (i.e. we start as of today at 22.19%, however if we end up with fewer classified members, that percentage would possibly decrease.)