



## Joint Report from CUSD/LIUNA Negotiations November 9, 2011

Dates of Bargaining Meetings: 9/20; 9/30;10/14;10/18;10/28

### 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, President, Info. Systems
- Jeannie Boling, Vice-President, Construction
- Heather Gearing, Treasurer, CHM
- Melody Flanagan, Member-at-Large, VMS
- Jennifer Thirkell, Member-at-Large, Magnolia

#### Overview of information exchanged to date:

- District finances – Current deficit for 2012-2013 school year is \$10.6 million.
- “Fair Share Concept” – Classified’s portion of total employee compensation is 22.14%
- Conceptual conversations regarding staggered reductions in 6 month increments beginning in January 2012
- Request from LIUNA to analyze Early Retirement Incentive Programs (ERIPs) as one of several strategies to reduce expenses
- Request from LIUNA for the benefits consultant to research and report back on the feasibility of offering, to classified members, a lower cost Dual-Choice HMO/PPO option
- Proposal received from LIUNA at last meeting including the following:
  - Recognition of Classified’s percentage of the deficit equals approximately \$2.3 million
  - Proposed deficit reduction goals in 6-month increments, with agreement to meet in negotiations with the District after each increment to review overall progress and make adjustments as needed
  - Information provided on possible ERIP scenarios with cost analysis and alternatives provided
  - Agreement to participation in furlough days if Board reduces the number of instructional days
  - Standardizing work year calendars for classified, look at adjusting work years to achieve deficit reductions
  - Analyzing vacancies as they occur for potential work year/other reductions to avoid creating future layoffs
  - Suspension of contract articles restricting use of temporary workers and/or substitutes while vacant positions are analyzed for reductions
- CUSD has shared data with both Keenan and PARS to determine feasibility of annuity ERIP
- CUSD has conducted internal analysis regarding non-annuity options for ERIP

#### Next Steps

- Adjust financial data after expenditure reductions are approved by Governing Board
- Meet on 11/14; CUSD to present counter-proposal
- Continue to share information—updates will be posted online