



Joint Report from CUSD/LIUNA Negotiations December 1, 2011

Dates of Bargaining Meetings: 9/20; 9/30;10/14;10/18;10/28; 11/14

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, Hope

Please refer to previous Joint Bargaining Update for background

Today LIUNA presented a package proposal that was a counter to the CUSD package proposal presented on November 14, 2011. The following are the highlights of the LIUNA package proposal:

- Continued acknowledgement of reality of CUSD fiscal challenges
- Commitment to "Fair Share" concept
- Conceptual agreement to staggering reductions in 6 month increments beginning in January 2012
- Reinforcement of strong interest in Early Retirement Incentive Program (ERIP) as one of several strategies to reduce expenses
 - LIUNA presented summary data from surveys indicating interest among members to pursue ERIP
 - CUSD shared information regarding ERIP option implemented at SDCOE
- Commitment to future conversations regarding furlough days pending decisions regarding instructional days
- Annual vacation payout for all members, including 12 month employees
- Scheduled dates for ongoing analysis and monitoring of fiscal conditions
- Development of formula to ensure that cost savings are credited to LIUNA
- Institute "Step 0" for new hires at a rate 5% less than current Step 1
- No changes in retiree benefits at this time
- Move to self-funded vision plan in 2013
- Move to tiered premium model for medical benefits in 2013
- "Trigger" language to change contract provisions regarding "Adjustment of Assigned Time" and "Substitute Employees" if necessary in 2013
- Numerous changes to remove references to FUSE
- Phrasing adjustments in contract such as "Nutrition Services" instead of "Food Services" and adding missing schools/departments to Article 4.1
- Floating Holiday language changes
- Jury Duty adjustments
- Catastrophic leave bank donations
- Grievance procedure language

Both parties are encouraged by continued progress. CUSD will analyze the proposal and respond with a counter proposal.

Negotiations will resume on Friday, December 16th.