

From: [Claypool, Debbi](#)
To: [Classified Staff](#)
Cc: [Deegan, Robert](#); [Governing Board Members](#)
Subject: Union - Negotiations Update
Date: Thursday, May 31, 2012 9:27:50 AM
Attachments: [Make Your Voice Heard.pdf](#)
[MembershipApplication.pdf](#)

Dear Classified Staff and Union Members,

On May 21, 2012 the CCE Negotiations Team met with the Districts team on three articles Grievances, Agreement Conditions and Union Rights. In a frank conversation before negotiations began, it was made clear that the intent of the CCE is to negotiate in good faith and to continue making progress at the table. While we hope that the Districts intent is to negotiate in good faith, we felt it necessary to voice our concerns with the Districts negotiating strategy.

One of our major concerns includes surface bargaining on behalf of the District. The most blatant sign of surface bargaining is the refusal of the District on several occasions to offer alternatives to our proposals. Most recently, the District just plainly crossing out the date of their previous proposal and handing it back to us as a new proposal. This is especially frustrating because we have very serious articles on the table such as Salaries and Health Benefits.

While movement was made on some articles, we needed to remind the District that we were waiting for a response to our request for information to continue negotiations on Salary and Benefits. These are perhaps two of the most important articles in our negotiations. The outcome will affect current as well as future and past employees. (Yes, retiree benefits are on the table)

The Districts last proposal included:

Salary:

The District has proposed that if the projected apportionment revenue for 2012-2013 falls below 88,893,552 before November 7th, 2012 then a salary reduction is triggered. The salary reduction for the classified staff would be around 10% starting January 1st, 2013. This ~~roughly~~ potential 10% reduction would be ongoing with no trigger to restore compensation.

Health Benefits:

The District has proposed to go away from fully employer paid benefits and go to a system where the District makes a set contribution to the employee's benefits and the employee would have the difference deducted from their monthly pay check. The District proposed that it would contribute an amount equivalent to the tiered Fringe Benefits Consortium rates in effect on January 1st, 2012. This would mean that if the cost of our benefits goes up in 2013 then the employee would be

responsible to cover the increased cost and the District would have no liability for increases in benefits cost.

The CCE Negotiations Team is currently waiting on the districts response to an information request before we can make appropriate counter proposals on Salary and Health Benefits. Know that we stand committed to keeping our members whole and are not convinced that there is currently a necessity for any cuts to compensation.

It is imperative for everyone in the classified unit to be informed and to take action – Join the union if you haven't already! There is power in numbers, the more union members we have; the more power we have in negotiations. The negotiations team will continue to work hard and negotiate in good faith for the benefit of all classified employees.

Also, please check out CCE and PFF's collaborate efforts “Joint Union Staff Teachers Investigating Common Equity” aka: Justice Team 6: , here is a link to the article: <http://wp.me/p2cdzP-2j>

In Unity, CCE/AFT Negotiations Team

Aaron Holmes
Anel Gonzalez
Chris Wick
Debbi Claypool
Kathy Davis