

Negotiations Update

DISTRICT UPDATE ON NEGOTIATIONS WITH CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)

JUNE 20, 2019

The District and CSEA started negotiations for a successor collective bargaining agreement last fall 2018. While there has been progress since then, there are proposals that have not been finalized.

The District and CSEA opened 13 articles for negotiations. Two articles, Article 5 and Article 7, were further divided to negotiate separate subsections of those articles. Progress has been made by both parties and there are seven tentative agreements closed to be signed. However, salary has been the focus of the latest negotiation meetings.

On Tuesday, June 18, the District and CSEA met for another round of negotiations, but did not reach agreement on salary. We have been negotiating salary since October 2018. On May 15, 2019, CSEA proposed salary negotiations for only one year (2018-2019), but at our last meeting, CSEA proposed to negotiate for three years.

The District's last salary and benefits proposal **for 2018-2019**, which was presented to CSEA on June 11, 2019, is summarized below as follows:

SALARY:

Effective July 1, 2018, the 2017-2018 CSEA Basic Salary Schedule shall be increased by **2.71% (COLA) + 2% = 4.71%**.

Effective July 1, 2018, the new CSEA Salary Schedule, which includes **an additional longevity step** (see attached) shall apply. The attached new salary schedule already includes the 4.71%.

The District shall provide each full-time CSEA employee who is employed with the District by the end of fiscal year 2018-2019, a **one-time, off-schedule payment of \$1,500**. CSEA employees employed less than 100% will receive the amount proportionate to their percent of employment.

HEALTH AND WELFARE BENEFITS:

For full-time classified, the District increased its maximum contribution paid towards medical benefits already established by the contract (Article 6.1.2) **from \$22,065 to \$23,500**. For calendar years 2019, 2020, and 2021 the **District agrees to pay any costs in excess** of the District maximum contribution (\$23,500) for the medical plan chosen by the classified employee.

The District agrees to implement a **new Early Retiree Benefit Program** with a maximum District contribution towards the District's CalPERS medical plan of \$15,000 per fiscal year for CSEA employees who retire from the District who are at least 62 years of age and have at least 20 years of continuous service with the District. Entitlement to retiree benefits under this Early Retiree Benefit Program shall end when the retiree turns 65 years of age. A retiree is not eligible to receive Retiree Health Benefits under this Article while participating in this Early Retiree Benefit Program.

Retiree Health Benefit:

The District **increased its contribution from \$200 to \$300** per month for members who retire from the District and have a CalPERS or CalSTRS retirement date after July 1, 2018.



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At this point, the District and CSEA are unable to make progress toward reaching an agreement on salary. Thus, we are at impasse. This means that we will seek the assistance of a mediator to help us close negotiations. A mediator brings a fresh perspective that may help us find a common ground for settlement. If we were not able to reach an agreement with the assistance of a mediator, the next step is factfinding. Factfinding is a process in which both parties present their respective proposals to a third-party neutral, who makes recommendations for settlement.

We hope that with the assistance of a mediator, we can find a common ground to avoid factfinding, which usually takes several months and resources to complete.

The District will be filing for impasse next week. More District updates will be provided as we move forward in the process.

