



CUEA-CUSD Bargaining Info.

On May 23, 2017, your bargaining team concluded the fourteenth bargaining session with the District. CUEA provided the district team with another comprehensive counter proposal first thing in the morning. The counter proposal from your bargaining team addressed ongoing language issues and proposed several creative solutions to increase wages and health benefits to members. Although the District recognized significant movement in language from CUEA, they returned late in the afternoon with an offer that showed no movement on the essential issues of wages and health benefits. Since the District offer didn't change substantially, a recap of the details from the previous bargaining session on May 11 are included below:

Article 13 (Health and Welfare)

The District proposed to raise their health care contribution for the 2017 plan year to the no-out-of-pocket level for Kaiser and extend that same contribution for the 2018 plan year regardless of any new January 1, 2018, premium increases. This increase is set to expire December 31, 2018, reverting back to the 2016 district contribution levels. Although this was an increase on the part of the District, your bargaining team feels that this temporary increase to the health care cap remains inadequate.

Your bargaining team continues to be committed to a permanent increase to the existing cap on healthcare costs.

Article 14 (Wages)

The District proposed a 1.5% ongoing wage increase for all unit members retroactive to July 1, 2016. They proposed this increase as a two-year deal and no increases to the salary schedule would take place in the 2017-18 school year. Additionally, the District proposed to investigate the possibility of an early retirement incentive at the end of the 2017-18 school year (subject to the participation of a sufficient number of unit members).

Your bargaining team continues to take the position that a salary increase of less than 1% per year is inadequate and fails to prioritize certificated employees as a key component of student success.

At this point, your bargaining team and the District have spent more than a hundred hours at the bargaining table. Additionally, your bargaining team has spent nearly the same amount of time outside of the bargaining room collecting surveys, compiling research, preparing proposals, and communicating with members. This has been a long process and it is incredibly disheartening for all members to have reached the end of the school year without a settlement.

Your bargaining team remains committed to a fair settlement! Since no agreement between CUEA and CUSD had been reached at this time, our current contract will remain status quo. Bargaining will continue during the summer months and updates on movement will continue to be communicated to membership throughout the summer months via email.

Thank you for your support throughout the year. Standing by your bargaining team has been essential in getting our message across to the District.

CUEA Bargaining Team

Joy Schnapper, Chair, Arroyo Vista Elementary

Mike Hulse, Dana Hills High

Carter Johnson, Ladera Ranch Middle

Angela Rinke, Special Education District Office

Jennifer Vega, Las Flores Middle

Fernanda Villalba, San Juan Hills High

Greg Young, San Clemente High

Chris Balentine, CUEA Executive Director

