



UTP Bargaining Update #2

The UTP and PUSD bargaining teams held negotiation sessions on October 23, November 3, 4, and 10, 2009. During the negotiation sessions, the teams exchanged the following proposals and counter-proposals:

- Article III, Association Rights
- Article VI, Hours
- Article VII, Transfers and Reassignments
- Article XIV, Salary
- Article XV, Health and Welfare Benefits
- Article XVIII, Peer Assistance and Review
- Article XIX, Site-Based Decision-Making
- Article XXVII, Miscellaneous Provisions
- Article XXVIII, Completion of Meet and Negotiation
- Article XXIX, Duration and Signatures

We signed an Agreement Letter that provides UTP members an assurance that there have been no changes to the provisions of the Blue Shield POS Plan and the Kaiser Plan from those offered in the 2008-2009 school year. Our benefits, to include our monthly out-of-pocket, will remain the same for the 2009-2010 school year. The only change that we agreed upon is the change of the plan year from the school year to a calendar year. In other words, the plans are effective from January 1 through December 31, instead of October 1 through September 30. Due to this change, our Open Enrollment period will now take place during the month of November instead of September.

Below is a chart that highlights the most glaring disparities between UTP’s and the District’s proposed Contract language on the Hours, Salary, and Health and Welfare Articles.

UTP Proposes to:	The District Proposes to:
1. maintain the status quo number of duty hours for teachers to include a 30 minute duty free lunch: <ul style="list-style-type: none"> • Elementary = 7 hours and 5 minutes • Middle school = 7 hours and 25 minutes • High school = 7 hours and 48 minutes 	1. establish a workday of 7 hours and 30 minutes for all teachers including a regular 30-minute duty free lunch. This would increase the workday for Elementary teachers by 25 minutes or 2 hours and 5 minutes per week.
2. maintain the status quo for instructional minutes and the workday – 20 minutes before and 20 minutes after the student instructional day.	2. eliminate student instructional minutes from our Contract and have teachers report and remain on campus “long enough to ensure the discharge of their professional duties.” This means that the District could alter the length of the instructional day at its sole discretion and any before or after prep time could be eliminated.
3. eliminate yard duty for Elementary teachers.	3. maintain the status quo.

4. establish a 10-minute morning relief break.	4. provide a morning relief break. The District wants to eliminate management's responsibility for providing the break and does not establish the length of time for the break.
5. allow school sites to schedule their Back-to-School and Open House dates with a majority vote.	5. allow the Superintendent to determine the dates for Back-to-School and Open House. The District's proposal would prevent any site-based decision-making at the sites to take place and would reduce UTP's right to bargain the Official Calendar.
6. zero furlough days this school year.	6. furlough one non-instructional day this year. The District's budget shows a positive ending balance, so UTP does not agree that a furlough day is necessary this school year. UTP members' salaries would be reduced by .5% - based on an annual salary of \$60,000, that's a reduction of \$300 for the day. Please also note that if we give up this day, we risk NEVER having it or the salary returned to us.
7. zero furlough days for the 2010-2011 school year.	7. furlough five days for the 2010-2011 school year. We do not know the budget and the District is campaigning to pass a parcel tax, which would generate money for the 2010-2011 school year. Five furlough days would reduce our salaries by 2.5% - based on an annual salary of \$60,000, that's a reduction of \$1500.00 for the five days.
8. maintain our monthly out-of-pocket for the 2009-2010 and 2010-2011 school years.	8. maintain our monthly out-of-pocket for the 2009-2010 school year, but place a hard cap for school years 2010-2011 and beyond. This would mean that UTP members would pay out-of-pocket for all future increased costs to the health benefit plans.

The District has proposed that the UTP membership balance the District's 2010-2011 budget by reducing our salaries through furlough days and by placing a hard cap on the District's contribution towards any increased costs to the health benefits plans. We understand that there is a budget crisis in California, which has an impact on local school districts, but the solutions proposed by the District's team are permanent and will affect our salaries and benefits beyond the life of this temporary economic downturn. Furthermore, the District's team has proposed language that does nothing to improve our working conditions and our morale – more work, longer workdays for less pay. The District wants to reduce your Contractual rights and to increase your “professional responsibilities,” otherwise known as adjunct duties.

We must be united in supporting the UTP Bargaining Team's efforts to protect our salaries, our health benefits, our workday, and our overall working conditions! The UTP Organizing Committee is asking that you participate in a letter writing campaign to the School Board. Your Site Rep will provide you with the necessary information for your involvement.

Our next negotiation session is scheduled for December 11, 2009, so stay tuned for the next update.