

January 15, 2009

Dear Member:

We are writing to inform you that as of January 9, negotiations with LAUSD for both health care and our nonmonetary contract items have completely broken down.

It was our sincere hope that with the appointment of Ray Cortines as superintendent, the District would work as hard as we have to bring negotiations to a successful conclusion. We were wrong. The District has dug in its heels and demanded radical changes to our health care. They also refuse to make UTLA-supported improvements to the contract even though the changes would cost LAUSD nothing.

Attached is a summary of LAUSD's current offer for health care and where we stand in general contract negotiations. This offer is an insult to LAUSD teachers and health and human services professionals. For the past seven years, we have increased student achievement and raised the graduation rates. The District is thanking us by forcing us to pay to keep our health care while at the same time offering no raises for two years, furlough days, no buy-back days, increased class sizes, and massive possible layoffs.

Now more than ever, our resolve as a union and as dedicated professionals will be tested. Only you, our teachers and health and human services professionals, can stop this from happening. UTLA officers and staff cannot stop these cuts alone, but tens of thousands of UTLA members actively participating in all our upcoming job actions can force LAUSD to change their reckless direction.

We are facing the most critical time in our long history, but we have confidence in you and in the strength and unity of our members to stand up and be counted. Always remember that you are fighting for your families, your students, and your profession. If there was ever a time for unity, surely it is now.

Sincerely,



A.J. Duffy  
UTLA President



Julie Washington  
UTLA Elementary Vice President



## Health Care Negotiations Update

After working on a multiyear deal for several months that would have saved the District over \$200 million over the next three years, the District did an about-face and blindsided the Health & Benefits Committee (HBC) with its “last and best offer.” This proposal would dramatically change health care *choices* for all district employees.

***Over 40% of all participants will be affected this year.***

Under the District offer, LAUSD would only pay for the midpriced or cheaper health plan (Kaiser, HealthNet, and Blue Cross HMO). Participants in other plans would have to pay the following:

### **Actives**

Health Care Plan	Cost per Month	# of Participants
Blue Cross HMO plus	\$187.00	19,664
Blue Cross PPO	\$323.55	3

### **Retirees (Pre-65)**

Health Care Plan	Cost per Month	# of Participants
Blue Cross HMO plus	\$202.98	2,827
Blue Cross PPO	\$203.36	784
Kaiser	\$94.28	2,850

### **Retirees (Post-65)**

Health Care Plan	Cost per Month	# of Participants
Secure Horizons	\$33.44	605
Blue Cross PPO	\$271.26	16,706

**This year active employees enrolled in Kaiser, Health Net, and Blue Cross HMO would not have monthly contributions. However, Kaiser has already stated that it intends to impose a 16 percent increase for 2010. This will make the Kaiser plan the highest in cost, and participants in the Kaiser plan will most likely have a monthly payment.**

The District also seeks to eliminate coverage for any future employees once they reach the age of 65. This would create a two-tiered system that will not only divide our members but critically hurt LAUSD’s ability to attract and retain the “best and brightest.” This has no immediate fiscal impact and the change would not save LAUSD any money for decades.



## UTLA Contract Negotiations Update

- We have declared impasse and are in mediation.
- There has been very limited movement on many of the below items, even though the vast majority of them would not cost LAUSD any money.

### **What are we fighting for?**

- ✓ **Compensation:** Maintain the current health care plans and secure a portion of the 4.53% COLA the District received for 2007/08.
- ✓ **Safety:** Strengthen Article XXVIII so our members and the students they serve can work and learn in healthy/safe environments. We seek a mechanism to hold the District accountable for unsafe conditions.
- ✓ **Professional Development:** Amend Article IX-B to implement greater collaboration and true partnerships in efforts to improve all professional development.
- ✓ **Coordinator Elections:** Amend Article IX-A, Sections 6.0 and 7.0, to have annual school site elections of both deans and coordinators.
- ✓ **Instructional Coaches:** Amend Article IX-C to incorporate language that would protect the confidentiality between coach and teacher so that principals could no longer take advantage of our members.
- ✓ **Small Learning Communities (SLCs):** Establish a UTLA/District Taskforce to address and amend Article VIII, with a report due by March 1, 2009.
- ✓ **Counselors:** Amend Article IX, Section 2.0, to add a fair and reasonable assignment procedure and add a new displacement process.
- ✓ **Health and Human Services Professionals:** Establish a process for annual assignments.
- ✓ **Charter Co-Location (Prop. 39):** Establish a timely and effective process to notify UTLA of any proposed charter school co-location at an existing school where UTLA members work.
- ✓ **Adult Education:** Establish a tenure procedure.
- ✓ **Grievance:** Delete the confidentiality provision in Article V, Section 4.0.
- ✓ **Substitutes:** Eliminate stand-by list and create a fair procedure for evaluation of substitute teachers.