

Tentative Agreements Reached

We have reached tentative agreements with TUSD that protects employees in TEA bargaining units against take-backs from the 2007-2008 Agreements. The District's serious financial situation threatened such take-backs. Partly due to progress made by employee groups and TUSD officials in the partnership meetings, TEA and the other employee groups have maintained a uniform impact on the various groups. A major TEA priority has been to assure that the loss of positions did not result in a loss of jobs, and the vast majority of affected employees have indeed been placed in alternative positions, instead of being placed in the unemployment line.

WHERE WE WERE IN MAY:

- **Possible mandated furlough days (i.e., reduction in pay).**
- **Possible loss of 100% HMO coverage for employees (you would have been liable for part of your premium).**
- **Possible cut of 40-hour employees to a 37.5-hour week.**
- **District was still facing a deficit of millions of dollars for 2009.**
- **Possible losses of employee rights that bear economic cost to the District (i.e., planning time, supervision pay, extra duty pay).**

WHERE WE ARE NOW WITH THE TENTATIVE AGREEMENT:

- **We have made major progress but are not entirely out of the woods with respect to the 2009 budget (uncertain factors include the cost of an ELD program and the efficient use of tax credit money).**
- **HMO coverage remains at 100% for employees, a 4% increase in premiums for TUSD. (If you cover dependents, check to see if the AEA Blue Cross/Blue Shield discounted coverage could save you money.)**
- **No furlough days (i.e. no reduction in pay, but there is no increase in pay at present).**
- **Negotiations will reopen on December 1st if money is available (mostly in attrition savings that cannot yet be known).**

The next Bargaining Bulletin will be sent to your worksite and will include more detailed information about proposed changes to the Agreements (please e-mail laurie.damiani@arizonaea.org or call 795-8870 to update your worksite, contact information, or changes in your position such as hours worked per day). The Bulletin will also include forum dates and other opportunities to become informed prior to ratification votes. Please refer to www.tucsonea.org for other updates prior to the next Bulletin.