



Bargaining Bulletin
August 8, 2008

TEA Board Recommends Ratification

The TEA Board of Directors voted on August 4th to recommend ratification of the tentative agreements that TEA settled in negotiations with TUSD.

The *ratification vote will take place by the August 20th* Association Representatives (AR) meeting. In order to help members understand the terms of the tentative agreements, we have scheduled **two forums** to answer questions you may have:

Drachman Multi-Purpose Room - Thursday, August 14, 4:00 - 6:00 PM
or

Location to be announced (Check www.TucsonEA.org) - Wednesday, August 13, 3:30 - 5:30 PM

For specifics about the proposed changes to the **White Collar/Food Service (WC/FS) Agreement**, go to www.TucsonEA.org. (If you would like a hard copy, please call the TEA office at 795-8870.) If you have any questions, please check with your Area Director, your AR, President Steve Courter, or Executive Director Pernela Jones.

WC/FS Tentative Agreement Provisions

- One year duration: July 1, 2008-June 30, 2009.
- There will be **no furlough days or other wage/salary reductions**. Should there be a substantial increase in budget savings - such as in attrition and vacancies - then the TEA and TUSD bargaining teams will begin to negotiate in good faith the week of December 1st to provide a salary/wage increase for 2008-09.
- TUSD will pay 100% for the employee HMO premium of \$4,445.60, which is an increase of 4% over 2007-08.
- There will be added protections to prevent involuntary adjustments to work hours being based on arbitrary or capricious actions and as a substitute for evaluation or disciplinary action.
- ESPs on pay status past Memorial Day will be paid for the holiday.
- The separation benefits upon retirement will reflect current procedures by automatically converting the benefits to a 403(b) Retirement Savings Plan based on eligibility criteria.
- Retired employees will be eligible to continue medical insurance coverage through COBRA only.

Members: remember to vote by August 20!!