

UACT Bargaining Update

May 3, 2017

Good afternoon, UACT. We have a deal! Below is an explanation of the tentative financial agreement, some of our rationale behind it, and timeline for how we are moving forward to get this put to a ratification vote by UACT membership before the end of the school year.

1) The Financial Agreement:

- a. A 1% on-schedule salary raise for 2016/17 school year, retroactive to July 1, 2016.
- b. An additional 3% on-schedule salary raise for the 2017/18 school year, starting July 1, 2017.
- c. No increase to employee contributions for health benefits for the 2016/17 and 2017/18 school years.

2) Rationale for the Financial Agreement:

- a. This agreement gets us a 4% on-schedule salary raise moving forward into the 2017/18 school year (cumulative 13.8% in on-schedule salary raises since the 2013/14 school year). We are so close to the end of the year that we are almost there!
- b. By structuring it this way, the district can justify the salary increase to the county, who must approve the district's budget and the effect of the salary increase not only for this school year but for the following two school years. This agreement gets us the greatest percentage moving forward. Conversely, taking a higher retroactive percentage for 2016/17 would have meant much less moving forward and an agreement that would have netted less than 4%.
- c. State budget predictions continue to show that there will be significantly less new on-going funds to our district in the 2017/18 school year. A 2-year agreement this year does us the most good.
- d. Accepting a 2-year agreement also means that the full effects of the raise don't have to be applied in the multi-year projections of the budget made to the county as the additional 3% we get for 2017/18 doesn't have to be accounted for in the 2019/20 school year.
- e. By not taking any one-time bonuses we were able to secure a larger percentage for the on-schedule salary raise as the one-time funds were then available to be used elsewhere in the budget. On-schedule salary raises are much preferred over one-time bonuses as they have a larger impact on your total pay, lifetime earnings, and retirement.

3) Contract Language Changes:

- a. Along with the financial tentative agreement, this agreement will include the contract language changes that were negotiated during the 2015/16 school year and finished this past fall when the entire contract was open for negotiated language changes. The number of changes are too numerous to list here. Documentation and information will be sent as explained in "Timeline."

4) Timeline:

- a. UACT Site Representatives will forward this update to their site immediately.
- b. A PDF file of the contract with the proposed language changes along with a list of those changes and any necessary explanations will be forwarded to UACT Site Representatives as soon as possible but by no later than Friday, May 12.
- c. UACT will host a general membership meeting at its office on May 17, 2017 at 3:30 for any members wishing to discuss this tentative agreement with UACT leadership. The UACT office is located at 100 E. Thousand Oaks Blvd, Suite #124.
- d. UACT will conduct an electronic election for a ratification vote through Simply Voting starting on Thursday, May 18 and ending on Friday, June 2, 2017 at 3:00 PM. The electronic ballot will come to the personal e-mail accounts of members. Individuals who have not provided UACT with a personal e-mail account can either e-mail conejoteachers@gmail.com and uactsec@aol.com to provide us with a personal e-mail account or vote in person at the UACT office during the voting window. Simply Voting is the same system that has been used this year for conducting other elections.
- e. If the ratification vote passes the tentative agreement, the district will begin working on calculating and issuing retroactive checks as soon as possible. History over the past three years indicates that this typically takes at least one month.