

Anaheim Elementary Education

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AEEA NEGOTIATIONS CLARIFICATION

Dear AEEA Members,

You will find responses below to the May 29th email sent out by Dr. Jim Elsasser. "JE" denotes his email message content and the text is in italics. AEEA's clarifications are in bold.

(JE) The District met with AEEA on April 30, 2012 and again on May 11, 2012 to continue the negotiations process. The insurance premium increase for all employee groups would be \$1.5 million for 2011-2012 and an additional increase for 2012-2013 yet to be determined.

Yes - the point being the amount of the increase is or was still undetermined and your team is not willing to settle without facts and information. Only last week did the Insurance Committee get some estimates and numbers; some of that info might make a settlement more possible. If we had settled on the 30th of April or the 11th of May,

it would basically mean that AEEA would be asking its members to sign a "blank check" for any amount of unknown benefit increases. Your team was not willing to risk that for you. Also, AEEA's agreement to continue a class size increase could MORE THAN COVER (\$3.3million each year) the health benefits increase for ALL employees, even though no other employee group has agreed to a similar workload INCREASE.

*JE - On May 11, the District made significant movement in proposing a one-year agreement that included eight (8) furlough days and the District raising the health and welfare contribution to cover the increased cost of health and welfare benefits to the 2011-2012 level on an *ongoing basis*.*

On April 30, the District proposed six furlough days, and then reverted to eight on May 11. This is more like regressive bargaining than "significant movement." The District also proposed to cap its health benefits contribution at the 2011-12 level, rather than the 2010-11. We are hearing from our members that it is important for them to pay no more in contributions to health benefits premiums than they currently pay. Your team maintained that position. The ONLY contingency the District was willing to consider was one that would allow for them to come back if the tax initiative fails and take more. No contingency for a base revenue limit change as they agreed to with CSEA and AESMA was considered.

JE - Under this proposal, employees will pay the additional cost of health and welfare benefits for 2012-2013 starting November 1, 2012. While we don't know that exact dollar amount at this time, the District's Insurance Committee and Broker are working with Anthem Blue Cross and Kaiser to minimize the 2012-2013 renewals.

No matter the amount, we are hearing from our members that it is important for them to pay no more in contributions to health benefits premiums than they currently pay.

*JE - During both sessions, the District team continued to provide AEEA with the rationale as to why furlough days are necessary in 2012-2013. If sufficient measures are not taken in 2012-2013, and *even if a tax initiative passes*, in order to balance the budget in 2013-2014, it may require us to explore options that reach beyond furlough days, including rolling back all salary schedules.*

All of this is based on projections and the priorities the district chooses to fund. AEEA never said it wasn't willing to agree to furloughs. We negotiate on FACTS, not FEAR!

JE -After six days of negotiations without an agreement to unconditional furlough days, the District declared impasse and filed with Public Employment Relations Board (PERB).

Yes, unconditional because your team was not willing to settle without more facts. The settlements with CSEA and AESMA allow the opportunity to have fewer furlough days, if the District's financial position changes. AEEA's similar proposal was rejected by the District and they continue to insist on "unconditional" furlough days.

In closing, Banda's email from Friday also needs to be addressed: The sad thing is, although Superintendent Banda praised AESMA and CSEA for their settlements, the agreements included a "me, too" clause. That means if AEEA succeeds through organizing and/or mediation to get health benefits paid by the District at the current level, all employees would have their benefits paid, even though CSEA and AESMA just agreed to pay more! AEEA will continue to negotiate with FACTS and not FEAR! AEEA Leadership looks forward to your ongoing support!

Thanks for all you do!
Kristen

P.S. After numerous meetings and months of hearing how the agreements with the associations expire and class size language reverts back creating a need for additional employees to be hired, when AEEA agreed to shoulder the burden of increased class size AGAIN, there was not a fanfare of collaboration nor acknowledgment of any significance of that contribution. AEEA is only "demonized" for not reaching an agreement after six days of negotiations, while others were applauded for settling after two. AEEA's sacrifice and sadly, what larger class sizes mean for classroom environments and student learning deserved and deserves more recognition.