

**CHULA VISTA ELEMENTARY SCHOOL DISTRICT
BARGAINING UPDATE
DISTRICT NEGOTIATIONS WITH CHULA VISTA EDUCATORS**

No. 1

November 1, 2012

CVE NEGOTIATIONS UPDATE

The parties met to negotiate the following:

1. Acceptable Use Policy and Agreement for Employees
2. Wellness Policy- BP 5030
3. Article 51 Health

Each team made introductions and a review of norms was conducted and approved by both parties.

CVE presented questions on sections of Acceptable Use Policy and Agreement regarding social media. The union will be presenting their questions regarding this policy at the coming negotiations meetings.

The following is CVE's counter proposal to CVESD's April 18, 2012, proposal:

**CVE Counter Proposal to CVESD
November 1, 2012**

Article 51 Health

51.1.1 For each eligible employee, effective January 1, 2008, the District agrees to provide a maximum total contribution annually of seven thousand five hundred nine dollars and seventy cents (\$7,509.70) in twelve monthly increments of six hundred twenty-five dollars and eighty-one cents (\$625.81) minus the twelve monthly premium costs of employee only dental insurance, employee only vision insurance, life insurance and group salary protection to be applied to the voluntary District group medical insurance program for employees and dependents for the duration of this Agreement. Effective January 1, 2012, medical insurance benefits will be provided through Kaiser, Aetna Limited Network HMO, Full Network HMO and PPO plans. **Effective January 1, 2013, medical insurance benefits will be provided through VEBA including Kaiser and at least 1 HMO and 1 PPO option.**

CVE proposes:

- To remain with the current health benefit programs for the 2012 benefit year.
- All providers, brokers, and trusts that submit a proposal to the HBC for health benefits will be given the opportunity to make presentations to the HBC by July 31st of each year.
- The HBC shall reach consensus and make recommendations to their respective constituents no later than August 7th of each year.
- If consensus is not reached by August 7, 2012, **CVE will pursue their best interest through the negotiations process.**
- The HBC shall be provided annual training at the cost of the district. The initial training will be the first module of CECHCR and yearly training will take place by an HBC agreed upon provider.
 1. Practical information on healthcare related topics and trends
 2. Comparative data on costs and quality
 3. How to negotiate the best coverage at the lowest cost
 4. Other topics are to be agreed upon by the HBC.
- **HBC meetings will be held in the afternoon on the same day, of the same week every month. This calendar will be determined by the HBC.**
- The HBC shall develop standing rules for procedures and processes to fulfill their responsibilities and make recommendations to their constituents in accordance with the CVE contract language.

- The HBC selected broker will be present at all presentations made by providers and trusts at HBC meetings.
- **All insurance providers who submit a proposal to the HBC for consideration will make a presentation to the HBC except for those who did not correctly complete the bid process.**

The District expressed its concerns regarding VEBA and presented a counterproposal on Article 51 Health.

The parties agreed to meet on: November 8, December 4 and 11, 2012.

Bargaining Team Members in Attendance

CVE BARGAINING TEAM

Mary Ellen Berumen Becky Michel
Chris Fite Jennefer Porch
Carla Kriss Susan Skala

DISTRICT BARGAINING TEAM

Gloria Ciriza John Nelson
Oscar Esquivel Ernesto Villanueva
Peter Fagen Sandra Villegas-Zúñiga

Prepared by Human Resources Services & Support

November 1, 2012