# CCFT ▪ CCUSD
## Negotiations Update
### September 16, 2016

*A Joint Communiqué from the Bargaining Teams …*

## TENTATIVE AGREEMENT REACHED

Research shows that the most successful organizations treat the management-labor relationship as a partnership. This requires a paradigm shift from "us v. them" to "we." Thanks to our commitment to this collaborative, problem-solving model, over the past few years we have been able to reach successful bargaining settlements and resolve many issues involving district employees.

This communique provides a summary of the Tentative Agreement reached between CCFT and the District that was reached on September 16, 2016.

## Summary of Tentative Agreement

Just as we are working on the shared goal of getting our salaries to the median in the county, we are also committed to having benefits at the median as well.

Today CCFT and District teams met to discuss Health and Welfare. After reviewing the increases/decreases of various insurance costs, it was mutually decided that there would be:

- An 8½% ($436) increase to the district's yearly contribution to the medical insurance cap.
- This increase will go into effect January 1, 2017.

The teams worked together to get this done quickly so that our CCUSD employees would be able to make an informed decision about their insurance providers prior to the conclusion of Open Enrollment which is October 7th. We will also extend this offer to ACE within our next negotiations meeting.

## Next Steps

If you are interested in changing your insurance provider, please contact Liz Lerner (lizlerner@ccusd.org) in the District Office. There may be additional documents that you need to provide, so please be aware.
We were very excited and proud of the work that we have accomplished together!

CCFT Team:  Dave Mielke, Natalie Gualtieri, Casey Chabola, Carmen  Campos, Pam Greenstein, Kevin Cronin

CCUSD Team:  Leslie Lockhart, Mike Reynolds, Kim Indelicato, Lisa Cooper, Tracy Pumilia