



**CSEA Chapter 157  
Tentative Agreement Summary  
2009 – 2011**

**Summary of the Benefits Negotiated for you!**

**What the members wanted:**

**Keep the same level of healthcare benefits as before,  
and keep our salaries -- use furlough days if necessary.**

**What we get to keep and more:**

**We keep the same level of Health Benefits for our families and retirees**

No Furlough Days  
No Payback of last year's .7% COLA  
No salary reductions  
Salaries back to the regular rate  
More other benefits and advantages  
2 year contract

- 1. We keep our full benefit package like before: Medical POS insurance, Dental, Vision, Life, Accidental Death and Disability insurances (13.1) – Insurance Carrier changed -**
  - a. For our current employees and eligible dependents**
  - b. For our early retirees and eligible dependents**
  - c. Early retirees who retire after 7/1/2013 will get benefits at the in-state rate**
2. Summarized the benefit language in one paragraph (13.1) and deleted outdated items
3. Defined the words Immediate Supervisor and Immediate Administrator (Article 4)
4. Aligned transfer requests with the business year (10.3.1)
5. Any Comp time on the books and the end of the school year will be paid out at the end of the school year. (12.4.1.4)
6. Call-back language changed and clarified (12.7)
7. Working out of Classification aligned with how we do it currently, get paid in higher Classification if it is for a day or more (12.10).
8. We can now earn 7 Professional Growth awards at \$750.00 (for a total \$ 5,250.00) of instead of 5, which means \$ 1,500.00 more (12.11.1) and the procedure is easier.

9. If the health insurance premiums increase over 10% we agreed to talk about it an look at insurance quotes. (13.1.1), and there will be a brief summary of the benefits in the Appendix. Every eligible employee gets the entire package each October.
10. When retirees are older than 65 they may be able to purchase the same benefit package as current full-time employees have.
11. The term "Eligible dependents" (13.1.1) is specifically defined and we can get that info in the insurance department.
12. The Insurance committee meets quarterly and looks at how we use the insurance and check other statistics.
13. If a member has his/her hours reduced below the 30 hrs/week, they now get at least a minimum of 3 months of health benefits after the hours are cut (13.5.1 and 23.4)
14. Personal Business days (PB) can be taken for any religious holidays (14.6.2.3)
15. Clarified more detailed who gets their vacation advanced during the various recesses (14.12.6.3)
16. More staff tied to the instructional calendar gets their vacation paid out at the end of the school year (14.12.7.1)
17. Vacation entitlement during illness, etc. was in the Personnel Commission rules, now it is in the contract also (14.12.12)
18. Cleaned up the Personal Property paragraph (15.)
19. Made the Grievance procedure easier to follow (17.)
20. After layoff - 3 months of health benefits (23.4).

Your 2009 Negotiations Team:

Mark Soden (Chair) - Media Services Tech - EHS  
Greta Halverson-Reeves (Temporary Chair) - Systems Analyst – IS

Elaine Ennis – HR Analyst – DO  
Christiane Garisek – School Business Assistant – MHS/WHS/DO  
Gus Hernandez – Groundskeeper – HBHS  
Anne Norvell – Registrar – HBHS

Amy Madore – CSEA Labor Relations Rep

September 8, 2009

**Please contact us, if you want to serve on the Negotiations Team**  
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