



SSA NEWSLETTER

NOVEMBER 2009

School Supervisors Association (SSA) • Phone: (510) 478-4030 • Email: ssafalk@yahoo.com • Website: www.ssa1977.org

DATES TO REMEMBER

Saturday, December 12, 9:00 a.m.

SSA Membership Meeting, RSVP to Mary Jones

Wednesday, December 23

UNPAID DAY OFF for 12 month employees ("furlough day")

Thursday, December 24

PAID HOLIDAY

Friday, December 25

PAID HOLIDAY

Thursday, December 31

UNPAID DAY OFF for all employees ("furlough day")

"ME TOO" NEGOTIATIONS

As we informed our members at our contract ratification meeting, when SSA reached the tentative agreement with the District, one of the provisions was a "me too" clause. This means that if any other bargaining unit negotiates a better overall agreement, we have the right to return to the bargaining table to consider the package. WCCAA and Local One also negotiated similar "me too" provisions. However, 'me too' does not mean that any of the unions can go back and pick and choose specific elements of the contracts in isolation—the complete package and "trade offs" must be analyzed and weighed. For example, Local One members wanted to keep Vision coverage—but they must pay for it; so the District contribution to their health plans is reduced. Therefore, they cannot now indicate that they want the same higher contribution as SSA and WCCAA. In addition, WCCAA has a higher rate of contribution towards retiree benefits for long term employees who do not retire prior to 12/31/09; but they reduced the retirement contribution and changed the eligibility for other employees, and those hired after 2007 will receive much less than SSA employees. A careful comparison of the "whole package" has to be reviewed in looking at "me too" issues.

In the case of the SSA contract we did a careful analysis during negotiations, and again reviewed it recently, to review the demographics of our membership. During negotiations, unlike some of the other unions, SSA membership was exactly equally divided between those employees who had opted for Single, Two Party and Family Coverage. That is why we spread out the District contribution as equally as possible for the different employee categories. Regarding retirees benefits, our membership demographics differed greatly from some of the other unions. While we had some members with 25 years or more, many of them had already indicated to us that they planned to retire by 12/31/09, leaving a very small number in that category. However, we had more than 25% of our membership in the category of those who had been hired after 2007; therefore, we could not agree to drastically reduce their retiree benefits in order to pay for a very small percentage of our other members as WCCAA had done. This is the kind of consideration

that your bargaining team had to make throughout negotiations, with the commitment to make decisions that were in the best interests of the group as a whole.

When UTR and the District announced that a tentative agreement had been reached, SSA immediately scheduled a "me too" negotiations session to protect the interests of our bargaining unit. We met on **November 5**; however at that time we did not come to an agreement. We again met on **November 16** with your negotiations team and the District. As you all know, the UTR ratification was overturned due to a recount of ballots; therefore, currently there is no valid UTR contract and so we do not have grounds at this time for "me too" negotiations.

However, SSA has scheduled another negotiations meeting for **December 16** so that we are prepared to meet on your behalf, just in case there is positive news regarding the teachers' contract.

We will keep you informed of any developments; however, **at this time there is no agreement to extend the retirement date beyond 12/31/09 for employees to retire with full, current benefit levels.**

JOB POSTINGS IN SSA UNIT—CHECK THE DISTRICT'S ONLINE POSTING

SSA representatives meet regularly with H.R. to review vacancies and work to have our openings posted in a timely manner. H.R. will be posting SSA job opportunities on Wednesdays, so please check the District's H.R. website on a regular basis for postings for Transfer and/or Promotion in the SSA Unit. If you are interested in a position, please make sure that you apply by the deadline date. We expect a notice with several positions to be posted by November 25.

SECTION 125 PLAN OPTIONS—DEADLINE APPROACHING-Save Money\$\$\$

If you have not already signed up for the Section 125 Plan which can help you save money by treating your health plan payment as "pre-tax" dollars, there is still time to do so. Because of the holiday schedule, you should enroll prior to **December 18, 2009**. Also, a notice has been sent to employees regarding December information sessions. Contact Emily Millar in HR to confirm the dates, times and locations and to find out how to sign up or see below:

SECTION 125 PLAN ENROLLMENT SCHEDULE WCCUSD

November 23	8-4:30	Highlands Elementary
November 24	8-4:30	Pinole Valley High
December 7	8-4:30	Hercules Middle
December 8	8-4:30	KENNEDY HIGH
DECEMBER 9	8 – 4:30	PORTOLA MIDDLE
DECEMBER 10	8 -4:30	DISTRICT OFFICE
DECEMBER 11	8 – 4:30	LUPINE HILLS

PHONE AMERICAN FIDELITY ASSURANCE DIRECTLY AT 1-800-365-8306

Happy Holidays to All SSA Members