

# PCTA ACTION



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## ***Full Book Bargaining***

The bargaining teams were unable to meet over the summer to discuss the implementation of a three year successor to the Collective Bargaining Agreement. The summer was occupied with dealing with cases pending after the end of the school year, a horridly unjust transfer period, working on keeping healthcare costs down, and scores of other issues. Bargaining dates, however, have been set and negotiations will start on a regular and consistent basis. All the articles of the contract are open for negotiation. It is a daunting task that requires a great deal of skill, patience and a willingness to understand the perspective of the people sitting on the opposite side of the table.

Salary negotiations have not begun but the increase of 47 cents per student from the state almost guarantees that conversations at the table will be lively. The PCTA bargaining team knows that larger class sizes mean less teachers and we intend to make sure that any savings in that regard go to the folks that carry the load.

Other areas of contention are the evaluation system, uninterrupted planning, and our annual contract language which the District feels has been outlawed by recent legislation.

## ***Health Insurance***

The Employee Well Being and Satisfaction committee (EWBS) will meet on Tuesday August 21, 2018. Although the District's Self-Insured model has been doing well and our premiums took care of all the medical expenses, the state required mandatory reserve is presenting a problem. Also, the company that administers our plans, Humana, presented a 9.5% increase in premiums for this year when we met in April. It did not take a great deal of coaxing by the unions on the Employee Wellness and Satisfaction Committee to convince the District that it was time to put our business out to bid.

After proposals from Aetna, Cigna, Humana, and United Healthcare, it appears the District will be utilizing the services of Aetna. Some reasons for the decision include an over 99% match on Doctors and Hospitals, a larger network of Doctors and facilities, no need for referrals for specialists, and 90% of the pharmaceuticals either remaining the same cost or lower. If the Board approves this move, we will have plans that match our current plans and any unused CDHP plan funds would roll over. The increase in premiums went from 9.5 % under Humana down to 4.5% with negotiations to continue between the unions and PCS on how much of the 4.5% increase should be shouldered by the District and how much by the employees.

All instructional staff should consider attending a bargaining session. It is important to understand how your Union advocates for the entire bargaining unit and it shows the District that educational professionals care about what is decided at the negotiating table. Look for dates and additional news forthcoming.

**ON THE BACK – MORE ON TENTATIVE AGREEMENT**