



JUST THE FACTS...



The VTA/CTA/NEA 08-09 Bargaining Update

Issue #4

March 17, 2009

Kent Puddy, Bargaining Chair

Joanne Baker, Bargaining Team Member

Gary Masterson, Bargaining Team Member

Tim Yearnshaw, Bargaining Team Member

Members of the District Bargaining Team: Burton Crinklaw, John Niederkorn,
Kari Fisher-Gibson, Tom Davis, Randy Henry, Bill Hausler.

Members of the VTA Bargaining Team: Tim Yearnshaw, Gary Masterson,
Joanne Baker, Kent Puddy.

The VTA Bargaining Team continued discussion with the District about a Retirement Incentive Plan to save jobs of VTA members. As the session continued, language for the Plan was finalized and signed.

The details of the Retirement Incentive Plan M.O.U are listed below.

Time Frame:

1. The Retirement Incentive Plan is offered for 2008-2009 only. There is no expectation that this or any other Retirement Incentive Program is to be offered next year or other foreseeable years.
2. Dates for participation: Application period is March 20 through April 23, 2009. The Retirement Incentive Application and irrevocable Retirement Letter must be submitted to the Human Resources Department no later than April 23 at 5:00p.m.

Eligibility:

Participants must meet the following criteria:

1. This retirement incentive is open to all STRS retirement eligible unit members who will be 55 years of age by June 30, 2009.
2. Participants must have their 2008-09 salary schedule placement equal to or exceeding \$60,000 FTE. Part-time unit members must meet this pro-rated salary level. (For example, a .5 FTE must have a contracted salary exceeding \$30,000.)
3. This proposal is also offered to eligible unit members who have previously submitted their retirement/resignation letter notices to qualify for the \$1,000 Early Notification Incentive. However, these eligible members may not receive more than the total cash pay-out of \$12,500. These Early Notification qualified unit members will receive the previously scheduled \$1,000 payment in April 2009. The remaining \$11,500 cash pay-out will be made in January 2010.

Incentive Payment Components:

1. Cash pay-out: A \$12,500 one-time, cash pay-out will be made in January 2010; part-time unit members will have their pay-out pro-rated (For example, a .5 FTE will have their payout equal \$6,250),

AND

2. Post-Employment Health Benefits: For post-employment health benefit eligible unit members these additional options exist (for eligibility refer to Contract Article 5.4):

- a) Maintain current contractual health benefit retirement provision, i.e., 7 years coverage of 50% subscriber only, medical plan;

OR

- b) A 3 year, 100% district- paid, medical coverage, subscriber only, of the CalPERS plans, excluding PERS Care;

OR

- c) An additional \$12,500 one-time cash-out to be taken in one-time payment to be paid in January 2010.

Participation:

1. The District will guarantee the Retirement Incentive Plan implementation if there are a minimum of 30 additional eligible retirees. The District may or may not implement the Plan if fewer than 30 additional retirement applications are submitted.
2. If the District receives fewer than the "minimum number of applicants" and the Retirement Incentive Program is not implemented, then the unit member's Retirement Incentive Application and Retirement/Resignation Letter will be rescinded and returned to the individual.

The District proposed language changes to Article 8: Part Time Employment/Job Share. These proposed changes were discussed and the District revised the proposal several times. Proposal and revisions will be discussed at a future time.

Next meeting scheduled for March 27, 2009.