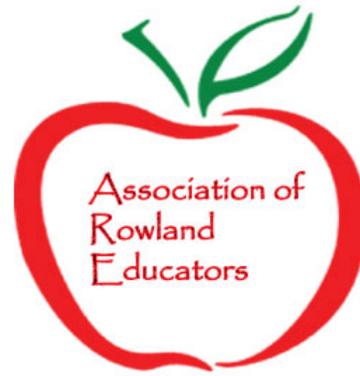


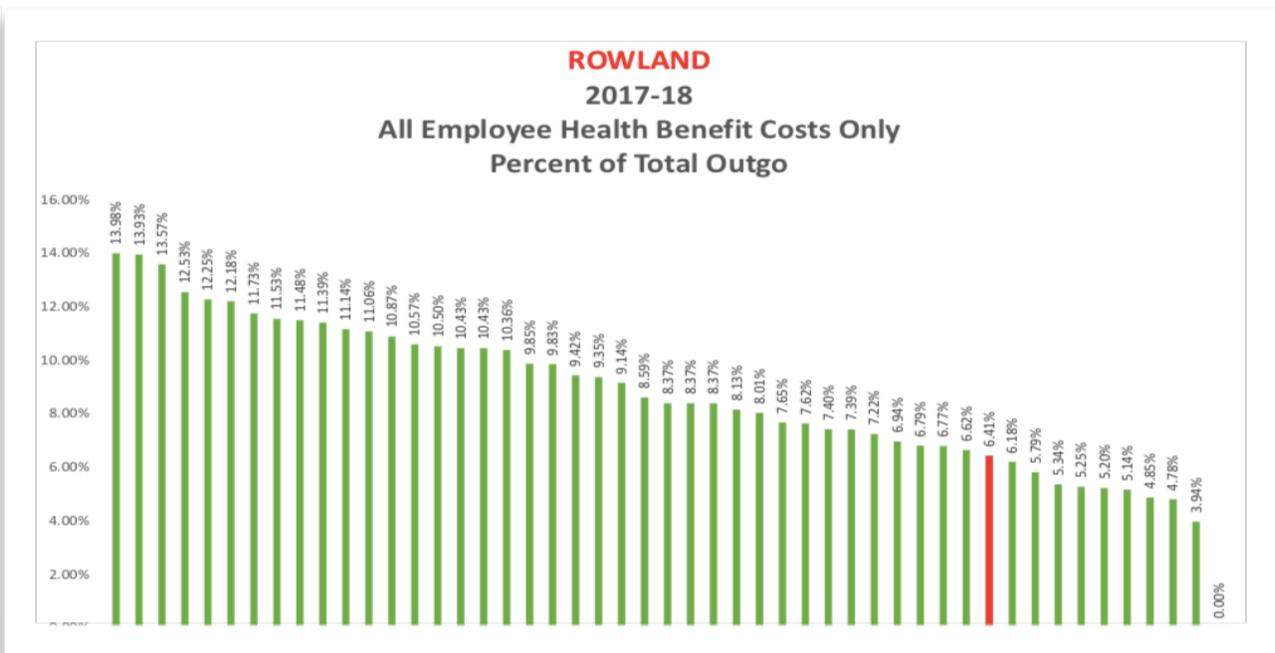
ARTICLE XII HEALTHCARE BENEFITS WHAT IS THE DATA TELLING US?



Our union has always been committed to negotiating a contract settlement that attracts and retains high-quality employees, while at the same time ensuring the long-term financial stability of RUSD. ARE and RUSD met for the fourth time on Friday, March 22, 2019. We continued with Class Size, then began an initial discussion on Health and Welfare Benefits. The teams discussed how the increase in out of pocket costs impacts members, along with the amount of money RUSD contributes towards our healthcare premium.

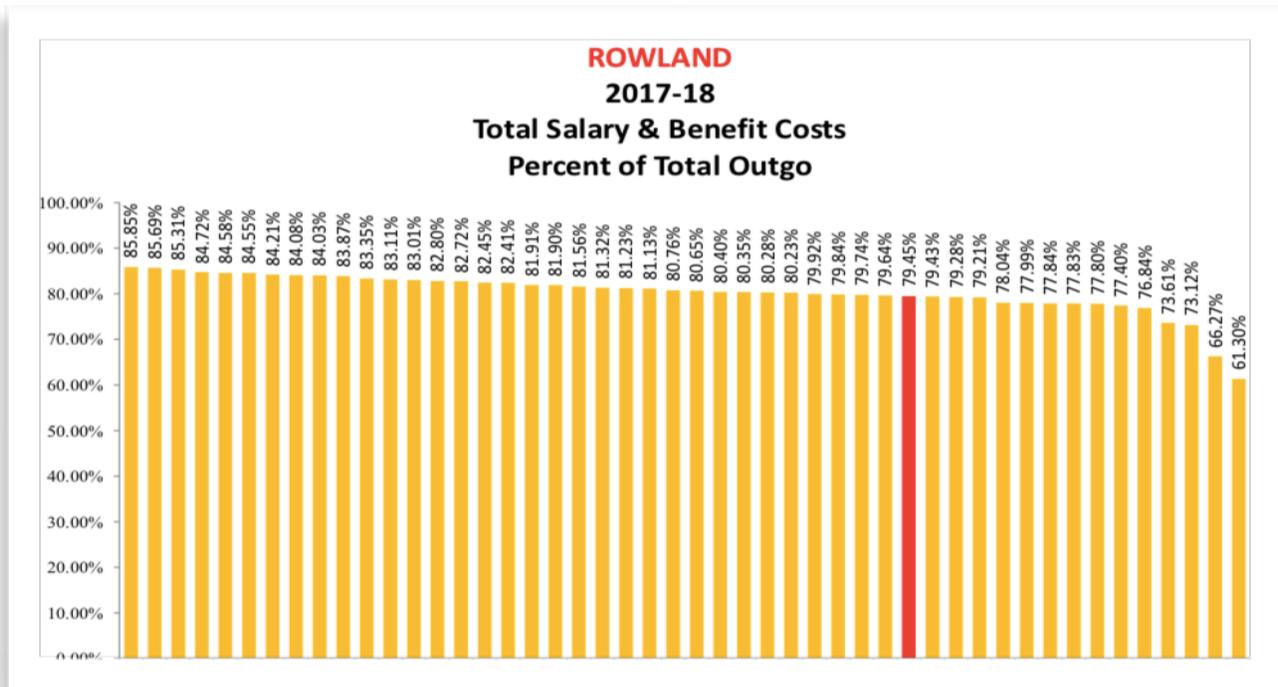
Question: Where do our healthcare benefit rank in comparison to other local school districts?

Answer: RUSD ranks 39th of 48 LA County school districts on what we actually spend on employee healthcare. Rowland is represented by the red bar on the graph below, representing a spending of 6.41% of our total budget spent on healthcare. The top end of LA County spends almost 14% of their budget on healthcare. As always, we do not include the name of local districts out of respect for the bargaining strategy of our fellow unions.



Question: In recent bargaining cycles we have had a focus on salary increases. Where do we rank when we include salary in the comparison of the percentage of budget that LA County school districts devote to salary and benefits?

Answer: After including salary in the comparison, RUSD ranks 34th in LA County. The chart on the back ranks the percentage of budget that LA County school districts devoted to salary and benefits combined.



There is a clear problem with our healthcare benefits that must be resolved during this bargaining cycle. Due to ever-increasing healthcare insurance premiums there is a likelihood that many of you that are not currently paying out-of-pocket for insurance will begin to do so by next year if we do not raise the district contribution.

WHAT YOU CAN DO TO SUPPORT OUR TEAM?

1. Wear RED on April 19
2. Attend all ARE meetings called by your elected site representative
3. Answer calls to action from ARE's Organizing Team
4. Stay Engaged

Shay Lohman
ARE President

Sharyn Sigler
Bargaining Chair

Vanessa Cao
Ramirez

Derek Hollingsworth

John Petersen

Greg Pryor

Melissa Valore

Kelly Iwamoto
CTA Staff

WE
BARGAIN
COLLECTIVELY
OR WE
BEG ALONE