



A Report from the Long Beach Unified School District Negotiating Team ■ November 28, 2005

*Meeting of November 22, 2005*

## District Responds to Proposals, Shares New Information

District and TALB representatives met at the TALB offices on Atlantic Avenue for six hours Tuesday.

## Nurses' Hours, Non-Student Time

The parties reviewed TALB's initial proposals to reduce the nurses' workday and to set aside time to do paperwork during the day when the nurse would not see any students except for an emergency. The district suggested that the two proposals are inconsistent, i.e., asking for a shorter workday while asking for more non-student time to do paperwork. The district noted that some clerical time is already set aside to assist nurses.

The district agreed in concept with TALB's proposal to schedule traveling nurses to schools in close proximity. The district noted that the "hours" needs at nearby schools must also be factored into the mix making a rigid geographic formula impractical in some cases. For example, two schools, one with a 60 percent nurse and another with a 40 percent nurse, may not be located close together.

## Union Issues Discussed

TALB's initial proposals contain a large list of long-standing contract provisions which the union does not wish to continue, characterizing them as waivers of its rights. These items include negotiated regulations concerning union use of district telephones and e-mails, size of union bulletin boards, a requirement to indemnify and defend the district under the agency shop clause, the standard Complete Understanding clause and the prohibition against concerted activities during the Agreement.

District representatives disagreed with TALB's characterizations, pointing out, for example, that the EERA (Govt. Code §3546e) requires the union to indemnify the district. The district stated that these are all mutually negotiated agreements covering rights, obligations and procedures.

The district particularly objected to TALB's attempt to eliminate procedures which now permit two-thirds of the teachers at a school site to approve schedule changes which teachers believe will enhance education and collaboration at their school.

## CCN Health Insurance Update

The district shared new information from its insurance broker concerning CCN costs: CCN rates might require further increases if enrollment in this plan declines by 10 percent or more. Such enrollment loss is likely to occur following CSEA's withdrawal from CCN. Also, some TALB members are now switching plans during the current open enrollment period.

Health insurance enrollment numbers won't be known until the first week in December, but the district will have some preliminary figures on November 23 and agreed to share those immediately with TALB. The district's broker attended Health Benefits Committee meetings and, beginning in August, reviewed with committee members the actuarial bases for determining costs along with a range of rates based upon population and claims.

TALB strongly objected to the district's characterizations of "rate increases" and "premiums" arguing that such concepts do not apply to a self-funded insurance program. The district promised to obtain as much information as possible concerning CCN costs. This information will be presented to the Health Benefits Committee at its December 1 meeting.

## Next Meeting: December 8

### *Facts from the Table*

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[www.lbusd.k12.ca.us](http://www.lbusd.k12.ca.us)

under Employee Relations Services.