

SSA/IFPTE Local 21 is happy to announce a Tentative Agreement with WCCUSD!

Your negotiating team (Sharon, Kim, Mary & David) worked hard on behalf of the membership to strengthen our contract, including *permanent* and *equitable* wage and benefit gains. Here is a summary:

CONTRACT DURATION (MOU)

Two years – July 1, 2022, through June 30, 2024.

GUARANTEED COST OF LIVING INCREASE (COLA) OF 8.5%

- Effective July 1, 2022, a four-and-a-half (4.5%) on-schedule salary increase to members (this is retroactive).
- Effective July 1, 2023, a four (4 %) on-schedule salary increase to members.

INCREASED WCCUSD MEDICAL CONTRIBUTION FROM 80% TO 90%

- Effective January 1, 2023, the district contribution for employee health benefits will be calculated at **90%** of the Bay Area Kaiser Permanente rates. The following table shows each member's reduced monthly contribution:

SSA Member Monthly Health Care Cost Reduction (2023)				
Health Insurance Plan	Level	SSA Members	Savings Per Month	Annual Savings
Anthem Blue Cross Select	Single Basic	2	-\$91	-\$1,096
Anthem Blue Cross Traditional	2 Party Basic	1	-\$183	-\$2,193
Anthem Blue Cross Traditional	Single Basic	3	-\$91	-\$1,096
Healt Net Smartcare	Single Basic	1	-\$91	-\$1,096
Kaiser Permanente	2 Party Basic	22	-\$183	-\$2,193
Kaiser Permanente	Family Basic	27	-\$238	-\$2,851
Kaiser Permanente	Single Basic	39	-\$91	-\$1,096
Pers Gold	Single Basic	1	-\$91	-\$1,096
Pers Platinum	Family Basic	1	-\$238	-\$2,851
Western Health Advantage	Single Basic	1	-\$91	-\$1,096

This puts over \$180k, annually, back in the pockets of our members.

CASH IN-LIEU

- A \$100 increase to Cash In Lieu
- Effective January 1, 2023 the cash in lieu amount shall be \$400.00 /month

BILINGUAL PAY

- Employees using bilingual skills to speak, read or write a foreign language in the performance of their duties, may earn a paid stipend of one hundred dollars (\$100) per pay period

EXTRA PAY FOR EXTRA WORK

- We expanded our language in the MOU that allows for employees who accept extra duty assignments to receive a stipend of 7.5% of their regular pay

ME-TOO (RECIPROCITY) AGREEMENT

- Should any other WCCUSD labor union negotiate a higher COLA for the term of our contract, the District shall raise the negotiated COLA for SSA