



## Teachers Association of Long Beach, CTA/NEA

4362 ATLANTIC AVENUE • LONG BEACH, CALIFORNIA 90807-2818

TELEPHONE: (562) 426-6433 • FAX: (562) 424-9352

Web Site: [www.talb.org](http://www.talb.org)

# UPDATE

December 7, 2009

## BOARD APPROVES RETIREMENT INCENTIVE ENROLLMENT

The School Board has approved an open enrollment period for an early retirement incentive. The plan will now move forward depending on a participation level that results in budget savings and mitigation of layoffs. On the reverse is an FAQ dealing with a few of the most common questions concerning the early retirement incentive. Go to [www.talb.org](http://www.talb.org) for more information.

## MARTIN LUTHER KING PARADE VOLUNTEER TO WALK – OUR STRENGTH MATTERS

The annual Martin Luther King Parade will be held on January 16<sup>th</sup>, 2009. A nice crew of TALB members participates every year. We want to increase our participation so we can honor Dr. King **AND** show the community our solidarity as we enter a difficult round of negotiations in which we will need **THEIR** support in the coming months.

Please consider volunteering to walk with us for a few hours. Bring your family and friends. It is an inspirational and fun day. It is always a joy as we hand out pencils to eager kids, say hi to our wonderful community, and smile as we hear cheers and words of encouragement from parade goers who appreciate the hard work of TALB members.

The parade starts at 10:00 AM. Parking will be available at the Long Beach City college (Pacific Coast Campus) parking lot (enter corner of Orange and 19<sup>th</sup>.) Shuttle service will be provided by the Long Beach Transit from 8:00 – 10:30 a.m. Shuttles will pick up on PCH (in front of LBCC) and drop off at M.L. King, Jr. Avenue at 10<sup>th</sup> Street. To sign up call Vonnie Marino at 562-426-6433, or email at [vmarino@talb.org](mailto:vmarino@talb.org).

## BARGAINING BEGINS REGRESSIVE PROPOSALS WILL REQUIRE UNITY

Negotiations for a new contract are scheduled to begin in January. The District and TALB have agreed to several dates in January and February. The District has made proposals to cut salary and benefits. Our Organizing Team is already meeting every other week to prepare for the difficult months ahead as we organize to prevent cuts to our salaries and benefits.

## E-MARCH...SUPPORT OUR CFA BROTHERS AND SISTERS

Our California Faculty Association colleagues at Long Beach State have asked for our support in an "e-march" on Sacramento to protest budget cuts to education. To join the E-MARCH go to: <http://tinyurl.com/edemarch>

### REPRESENTATIVE COUNCIL REPORT FROM NOVEMBER 24<sup>th</sup>, 2009

The Representative Council took the following actions at their regular meeting:

1. Ratified the Board recommendation of Richard Lewis to the LBUSD BOE District 3 Seat.
2. Re-scheduled the March 2010 meeting for Tuesday, March 30.
3. Continued discussions and updates on the early retirement incentive, layoffs, and organizing.

For a detailed report, please attend TALB meetings at your site, talk to your TALB site rep, and visit [www.talb.org](http://www.talb.org).

## EARLY RETIREMENT INCENTIVE – FREQUENTLY ASKED QUESTIONS

**WHO IS ELIGIBLE FOR THE INCENTIVE?** *In short, K-12 TALB bargaining unit members who have been employed by the District for at least 5 years and are otherwise eligible to retire under STRS, as of July 31, 2010. The District has provided detailed information to all school sites, and we have posted it at [www.talb.org](http://www.talb.org). The deadline for completing all of the participation requirements is January 29<sup>th</sup>, 2010.*

**HOW WILL I KNOW HOW MUCH I AM GOING TO GET UNDER THE INCENTIVE?** *Eligible employees are to receive information and a benefit calculation in the mail from the company (PARS) that is administering the program. If you have not received an estimate by Friday, December 11<sup>th</sup>, and believe you are eligible, contact Debbie Econg 562-997-8220. If the situation is not resolved, contact TALB at 562-426-6433.*

**SHOULD I TAKE THE INCENTIVE?** *This is an individual decision based on your personal and financial needs. Obviously, any eligible employee who was already planning on retiring at the end of this year should sign up for the incentive. **We strongly recommend that you make an individual appointment with an STRS counselor and attend the scheduled information sessions on STRS and the RETIREMENT INCENTIVE.** After you have all of the available information you can then make a choice that is best for you.*

**HOW DO I CONTACT AN STRS COUNSELOR?** *The District has arranged one-on-one sessions with STRS counselors. To sign-up for a session call 562- 997-8193. Go to [www.talb.org](http://www.talb.org) to view the entire flyer and see complete information about the one-on-one sessions, including times, dates, and location. We strongly recommend that all prospective participants attend a ONE-ON-ONE session with an STRS counselor.*

**ARE THERE WORKSHOPS TO EXPLAIN THE INCENTIVE?** *Yes. In addition to the one-on-one STRS counseling, the District has scheduled group sessions to explain both the incentive plan and STRS. Go to [www.talb.org](http://www.talb.org) to view the entire flyer and schedule of workshops. Bring your PARS packet to the orientation.*

**WHY DIDN'T THE DISTRICT INCLUDE HEALTH BENEFITS IN THE INCENTIVE?** *The District made a unilateral determination of what to include in the incentive. Obviously, anyone who is not yet eligible for the District retiree medical benefits, but is eligible for STRS, will need to carefully consider whether or not to participate and forgo those benefits. Eligibility for LBUSD retiree medical benefits can be found in article VI, Section C, of the contract- and is posted at [www.talb.org](http://www.talb.org).*

**WHY ARE THEY LEAVING LONGEVITY OUT OF THE INCENTIVE?** *At this writing, we are getting reports that they are basing their calculation of the incentive benefits without including LONGEVITY STEPS from the salary schedule in the calculation. We believe this action is penny wise and pound foolish AND a violation of their own participation agreement as approved by the Board of Education. We have contacted the District and are attempting to resolve this informally (by having the longevity steps included in the calculation). We will report our progress in the next UPDATE. If we are unable to informally resolve the matter we believe we do have some options that may help to get longevity steps properly included in the calculation of the incentive.*

**WHY ARE THEY DOING THE INCENTIVE PLAN?** *The purpose of the plan is to mitigate layoffs and save money.*

**IS TALB SUPPORTIVE OF THE INCENTIVE PLAN?** *Yes, if the plan mitigates layoffs and saves money.*

**WHEN WILL WE KNOW IF THE DISTRICT IS GOING TO APPROVE (IMPLEMENT) THE PLAN?** *By mid-February the District should make a final determination on whether or not the plan will move forward based on the enrollment.*

**WHERE CAN I FIND OUT MORE INFORMATION?** *Go to [www.talb.org](http://www.talb.org). We have posted a number of resources on the home page.*

**HAPPY HOLIDAYS!**

We wish all of our members and families a very happy and peaceful holiday.  
We look forward to seeing you in the New Year.