



**September 10, 2009**

## **Brevard Federation of Teachers and International Union of Painters and Allied Trades, District Council 78, Local Union 1010 declare an impasse!**

After weeks of discussion regarding health insurance benefits, both the Brevard Federation of Teachers and International Union of Painters and Allied Trades, District Council 78, Local Union 1010 have declared an impasse with the school board. The board team has held firm to the position that the only way to save the district's self-insured insurance program is to reduce benefits, raise both medical and pharmacy premiums, increase co pays, etc. BFT and Local 1010, on the other hand, asked why -- in such a consistently high-performing district -- the employees are always expected to make sacrifices.

The BFT and 1010 understand that the district cannot pay out from the trust fund more than it takes in and still remain solvent, and they appreciate the fact that no one has been laid off, but, the unions remain adamant that employees are facing what is essentially a pay cut because the district addresses salaries and benefits with whatever is left over after all other operating needs are funded. Employees have done their part to aggressively tackle the funding crisis the district faced by agreeing to a 2-year freeze in any kind of salary increases. They are asking the board to find a way to fund the looming \$12M deficit in the insurance trust fund, but not on the backs of employees.

There are two options for what happens after a bargaining impasse has been declared. One is to call in a Special Magistrate -- at great expense to the union and the district -- who, after considering the issues on both sides, will recommend a solution to the insurance issue. The school board can either accept or reject the Special Magistrate's decision. The other option is to call a legislative hearing, at which the school board acts as judge and jury, to decide what actions will be most acceptable to the district to solve the insurance funding issue. BFT and Local 1010 have agreed to a legislative hearing, once again, saving money for the district.