

# Proposed Lay-Off/Reductions Negotiations Update

**To: All CSEA Classified Members**  
**From: CSEA Chapter 293 Bargaining Team:**

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The CSEA and District negotiating teams met on April 9, 2008 from 9:15 a.m. until 11:30 a.m. The CSEA team presented the district with an early retirement proposal we feel could make the district's proposed lay-offs and reductions unnecessary. The district has asked for more information and agreed to explore this item further in our next negotiation sessions.

Below Are Items Discussed:

- Opened Discussion about CSEA's early retirement proposal to SAVE JOBS.  
(PLEASE COMPLETE SURVEY ON THE BACK OF THIS FLYER)
- CSEA and the district worked on language regarding H&W, time off to look for work, recall rights and working while on the recall list
- CSEA continued to voice it's opposition to the District Work Year Reductions by stating our position of – No Work Year Reductions.

We will meet again on April 16, 1:00 pm. and will continue to keep you informed.

**Your Support Is Vital To Our Success**  
**Visit our website. [WWW.PYLCSEA.COM](http://WWW.PYLCSEA.COM)**

**Contact your Chapter President 714-985-0804**

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**California School Employees Association**  
**Placentia Yorba-Linda Chapter 293**

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**Who would be eligible?**

All employees who are PERS members who work 4 hours or more and have at least five (5) years of PERS service and are at least 50 years of age.

**What is the benefit?**

Under this plan an employee would be given two (2) years of service credit; for example, an employee with 10 years of service would get to retire with 12 years of service; an employee with 25 years would get to retire with 27 years of service.

**How would that increase retirement payments?**

PERS retirement is based upon a formula of years of service times 2% for those 62 and under times the highest 10 months of salary. So, with that example a 10 year employee, instead of having 20% of their highest salary, would have 24% [2 x 12]; the 25 year employee instead of having 50% of their highest salary would have 54% [2 x 27]

**How much would that increase my retirement?**

The chart below represents examples of how the two year service credit would increase retirement benefits

Years of Service	Highest Monthly Salary	Retirement Monthly Amount	Retirement Monthly Amount With 2 Years Credit	Increase in Monthly Retirement Amount with 2 Year credit	Amount of the increase over a period of 25 years of retirement
10	\$2,000	\$400 [.02x10x\$2,000]	\$480 [.02x12x\$2,000]	\$80- month \$960 - year	\$24,000
10	\$3,000	\$600 [.02x10x\$3,000]	\$720 [.02x12x\$3,000]	\$120 month \$1,440-year	\$36,000
10	\$4,000	\$800 [.02x10x\$4,000]	\$960 [.02x12x\$4,000]	\$160 month \$1,920 year	\$48,000
20	\$2,000	\$800 [.02x20x\$2,000]	\$880 [.02x22x\$2,000]	\$80-month \$960 year	\$24,000
20	\$3,000	\$1,200 [.02x20x\$3,000]	\$1,320 [.02x22x\$3,000]	\$120 month \$1,440-year	\$36,000
20	\$4,000	\$1,600 [.02x20x\$4,000]	\$1,760 [.02x22x\$4,000]	\$160 month \$1,920 year	\$48,000
30	\$2,000	\$1,200 [.02x30x\$2,000]	\$1,280 [.02x32x\$2,000]	\$80-month \$960 year	\$24,000
30	\$3,000	\$1,800 [.02x30x\$3,000]	\$1,920 [.02x32x\$3,000]	\$120 month \$1,440-year	\$36,000
30	\$4,000	\$2,400 [.02x30x\$4,000]	\$2,560 [.02x32x\$4,000]	\$160 month \$1,920 year	\$48,000

**Why are we proposing this?**

To increase retirement amounts and save jobs! **[This survey does not force anyone to retire]**

If this option was available would you retire by June 30, 2008?  Yes  No

If this option was available would you retire by August 31, 2008  Yes  No

Name \_\_\_\_\_ Title \_\_\_\_\_ Worksite \_\_\_\_\_