

OUR HEALTHCARE. OUR VOTES. OUR VOICE.

For more than a decade, our union has successfully fought, in solidarity with the other unions of LAUSD, to keep fully paid healthcare for all employees, employees' families, and eligible retirees.

We've done this through a structure called the Health Benefits Committee (HBC) in which all 8 unions work as equal partners with the district to select and design group health plans. The total funding available for those plans is established through the unions of the HBC negotiating with LAUSD.

CURRENT HBC STRUCTURE



9 VOTES

Now, Carvalho
wants control.

We design our healthcare plans together.

This structure is the only example of successful and sustained labor-management collaboration in LAUSD. Employees and retirees have been able to rely on comprehensive healthcare without losing salary toward monthly premiums, and the district has been able to rely on manageable cost increases through prudent plan management by the HBC.

LAUSD'S PROPOSAL

District gets veto power.

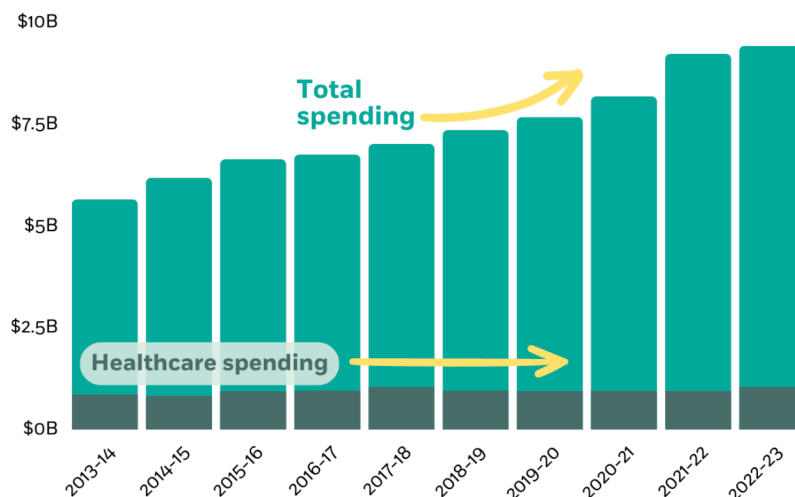


The district controls design of plans.

Instead of one vote each, the 8 unions share one vote and LAUSD gets one vote, effectively giving Carvalho veto power over any decisions made in the HBC. The only reason to propose this structure change is to be able to cut healthcare coverage for employees and retirees.

The Health Benefits Committee has consistently been a win-win for the unions and the district by securing the best plans for union members and retirees at a sustainable cost.

LAUSD'S HEALTHCARE VS. TOTAL SPENDING OVER THE LAST DECADE



The 8 unions have **unanimously rejected** the district proposals, because their singular goal is to cut our healthcare.