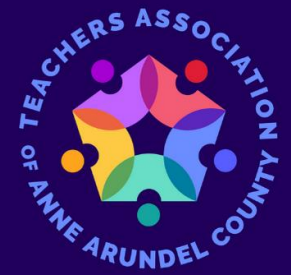


# AT THE TABLE



A BARGAINING BULLETIN

## At The Table 7.8.24

The bargaining team has been meeting with AACPS since we believed we were at impasse in our last communication. This was done at the request of AACPS and our desire to find a way to get a contract done without having to go through the impasse process. The team felt it was our obligation to explore every path forward before filing for impasse. We hope to have a resolution one way or the other by this week. We will send another update by the end of the week as to where we are. Either way, we can give you an update on where we currently stand on a few important issues:

- Unit 1 employees will receive 3% COLA plus a step, if eligible to receive a step.
- AACPS had initially proposed a 7% increase in premium to go into effect in January of 2025, however we were able to reduce that number by 5% and spread it out over 3 years. As a result, unit 1 employees will see an increase in insurance premium share of 1.5% in January 2025, 1.5% in January of 2026 and 2% in January of 2027. These increases are necessary for a few reasons: first the cost of insurance has been on the rise since the end of the pandemic as have medical costs. Second, the other 3 bargaining units in Anne Arundel have agreed to these increases already, which put us in a tight spot when negotiating. Lastly, there has not been an increase in premium share for us in seven years. AACPS has one of the best insurance plans in the state and in order for us to maintain the high level of benefits, it was necessary to agree to some changes. We also agreed to modest increases in co pays for prescription drugs and office visits. We will also be joining a prescription drug plan that will be a savings to AACPS and users of the plan. We did not agree to these changes lightly. We asked for and received detailed financial and plan information that we, along with our insurance consultant, examined and came to the conclusion that these changes were necessary. Our only other option would have been to make substantial changes to the plan design which we would not have been willing to do. We will provide a breakdown of how this will impact your insurance cost in our next communication. AACPS had initially proposed a 7% increase in premium to go into effect in January of 2025
- We will have a career ladder that will go into effect in July of 2025. Our career ladder will have the most financial benefit as compared to any other in the state. We will have more information on this, along with presentations, this fall.

We want to emphasize that while these items listed above have not been officially agreed to, we are still negotiating over language changes to the contract.

We appreciate your continued support during this contract cycle.  
The Team

**YOUR  
NEGOTIATIONS  
TEAM**

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Cathy Flanders  
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