



Members,

These are challenging times for union members and we must all work hard to remain strong and united.

At present, we are on a two-tiered system for health insurance. During the last negotiation, this second tier was explained as a \$50 per month additional cost for teachers hired going forward in the 2014-2015 school year, in exchange for an 8% salary increase for all members. At the time, we believed the salary increase would be the greater advantage for new teachers as the increased contribution cost was minimal.

However, the reality soon became that health care contributions were a far greater expense than what was initially shared with us. We think it is unfair to ask our newest members to bear this greater burden of health costs. We need your help to change this. We ask everyone affected by this system to contact each individual SMMUSD School Board Member and to explain how this is an unnecessary hardship for you and your families and to point out how unfair it is to be treated differently from other members. We need your voices.

The more letters they receive, the better odds we have to reverse this dangerous course. We ask you to cc Dr. Drati, SMMUSD Superintendent and me, Sarah Braff, SMMCTA President on each letter.

I thank you in advance for your support on this important issue.

Sarah Braff

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