



**LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO
LOCAL UNION 270**

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OCT - 3 2005

EXHIBIT 12-F

MPWMD

October 3, 2005

Arlene Tavani
Executive Assistant
Monterey Peninsula Water Management District
P.O. Box 85
Monterey, CA 93940

Re: Board Packet for Discussion of Union Grievance

Dear Arlene:

Please include the enclosed spreadsheet in the next board packet. It contains information relevant to the discussion of the pending grievance.

I have forwarded the information to the union's attorney for an opinion letter and await their written response. Hopefully they will send it directly to you.

Sincerely,

Tim McCormick

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Relevant Costs Regarding Grievance by Lindberg, Cline and Dettman

Amount paid to Opt-Out Employees (2005 Calendar Year)

	#1	#2	#3	total
monthly	\$246.32	\$69.86	\$141.14	\$457.32
annually	\$2,955.84	\$838.32	\$1,693.68	\$5,487.84

Amount District Paid for Each Employees' Health Care (Prior-to Opt-Out)

(Amounts should be currently budgeted)	Monthly	701.86
	Annually	\$8,422.32
Annual Cost x 3 employees		\$25,266.96

Amount District Saves With Current Arrangement

\$25,266.96
-
\$5,487.84
\$19,779.12

Existing Amount Paid as a Percentage of District Contribution to Benefits

22%

Additional Benefit Amount District Would Pay to Opt-Out Employees with P. Lujan Recommendation:

\$4,320

Total Benefit Amount District Would Pay to Opt-Out Employees with P. Lujan Recommendation:

\$9,807.84

Amount Paid as a Percentage of District Contribution to Health Benefits with P. Lujan Recommendation:

39%