



November 22, 2011

Dear KCCD Faculty:

The attached document represents the contract changes to which your faculty negotiators have tentatively agreed, pending ratification by CCA members. Many of these changes were made last spring, while the changes to Salary and Health and Welfare Benefits were made during mediation on October 24, 2011. After mediation and the college meetings held to discuss the Tentative Agreement, the district requested that we drop most of the agreed upon health plan changes and keep only the \$50 Emergency Room copay in this contract. Your negotiators agreed to make this change, which you will find in Article 11.O.3.a.1.

If you attended one of the college meetings held after mediation was completed, or if you reviewed the PowerPoint presentation on the CCA website (www.kccdcca.org/contract.html), you know that the Tentative Agreement places a cap on benefit costs paid by the district. This means that it may be necessary, at some time in the future, to either deduct portions of the health premiums from faculty salaries or change the plan. Therefore, the actual plan descriptions have been struck from the tentative agreement. The district has agreed in the contract, however, to make no plan changes without notifying CCA and providing opportunity to negotiate any changes. So the striking of the plan description does not represent any immediate change in the health benefit plans, other than the ER copay mentioned above.

Your negotiators hope CCA members will take the time to vote in the upcoming elections and ratify this Tentative Agreement.

Sincerely,

Andrea Garrison
CCA Chief Negotiator
KCCD