



Mar. 4, 2016

Dear Colleagues,

Today CCA and district negotiators made progress on their discussions of health benefits and teachers working in prison. In addition, both sides signed two agreements regarding proposed changes in faculty chair reassigned time and the continuation of 185-day contracts for counselors and librarians. CCA members will be asked to vote on ratifying these memorandums of understanding, or MOUs, during our election in spring.

In our discussion of health benefits, CCA and the district agreed that before any decisions can be made on changes in health benefits, our members must be surveyed on the important question of whether they wish to stay in the current SISC self-insured plan, a plan that covers all of KCCD's employees, or whether they wish to join the much larger SISC pool, a group that includes more than 300,000 school employees. There are pros and cons to both decisions, so today both sides agreed to the following common interests as part of the interest-based bargaining process:

1. Provide excellent and affordable health care to all eligible, active employees, and retirees.
2. Provide financial sustainability.
3. Monitor health care costs.
4. Attract a high quality workforce through the KCCD benefits package.
5. Promote employee education regarding the realities of managing health care costs and benefits.

To meet those interests, we also agreed to the following rules or guidelines:

1. All three associations (faculty, classified, and management) must mutually agree to be either self-insured under the current plan or to join the larger SISC pool. (SISC recommends that the three groups decide on this together to avoid what is called "adverse selection," an insurance risk that occurs if the unhealthiest employees choose the most expensive plan, and the healthiest employees choose the least expensive plan.)
2. If the three groups choose to remain self-insured in the current plan, they can choose up to a total of two plans. (Based on our number of employees, three or more plans would create the risk of adverse selection, according to SISC.)
3. If employees choose to remain in the current plan, the three groups would be required to have the SISC-recommended 32.5 percent medical reserve.
4. If employees join the larger SISC pool, administrative changes recommended by SISC in the plans shall be implemented. If we remain in the current plan, those items would be negotiable.
5. If employees join the larger SISC pool, each employee association could choose up to four plans.
6. Both active faculty and faculty retirees (post-1988 retirees) need to maintain the same plan and costs.
7. If employees choose to leave SISC for another Blue Cross provider, employees have to sit out using that provider for a year and instead find transitional insurance. (A transitional insurance plan could be expensive for the district and employees.)
8. If employees choose the pool, the district and employees no longer will have to maintain a reserve.
9. Current faculty contract language regarding health benefits will stay the same regardless of the venue we choose.
10. A 75-day notice to SISC is required to move to the pool. Any plan changes require a 45-day notice.
11. If employees move to the pool, the distribution of any remaining reserves would be negotiated.
12. Both CCA and the district will commit to meet on a timely basis to discuss reasonable solutions. If needed, a smaller work group comprised of the chief negotiators and the district chief financial officer will agree to meet to explore options to resolve the issue in a timely matter.

To assist employees in understanding proposed health insurance options, the classified association, CSEA, has invited SISC representatives to make presentations to all employees at our three campuses on the pros and cons of staying in the current plan compared to joining the larger SISC pool. The district will send out an announcement next week with details of the times and locations at each campus. As of today, we do know SISC officials will be at Bakersfield College on March 15 from 5:45-7 p.m. and at Cerro Coso Community College on April 1. Porterville College's meeting details will be decided next week. The district also will mail notices to retirees to invite them to attend these meetings as well.

On the issue of teaching in prison, CCA and the district made progress on draft language that slightly modified the existing MOU, and the district team agreed with the existing language that any assignment to teach in a prison or correctional facility must be voluntary. This means no KCCD faculty member will be assigned to teach in a prison or correctional facility on an involuntary basis.

In addition, both sides signed a proposed MOU regarding changes in faculty chair reassigned time. If ratified by our members this spring, these changes would start in the 2017-18 academic year. We also agreed to renew and sign the MOU regarding the 185-day contract for counselors and librarians so it continues into the 2016-17 academic year. Members also will be asked to vote on this MOU as part of the spring election.

For the health benefits discussion, Vice Chancellor of Human Resources Abe Ali represented the district. CCA negotiators were joined by faculty members of the district's Fringe Benefits Committee: Mary O'Neal, KCCD CCA vice president and grievance chair; Andrea Garrison, former KCCD CCA president and former chief negotiator; and Dr. Jack Hernandez, director of the BC Norman Levan Center for the Humanities and Philosophy Emeritus Faculty, and faculty retiree representative.

For the prison MOU, the Vice Chancellor was joined by Corey Marvin, Cerro Coso Community College Vice President, Academic Affairs, and Dena Rhoades, Human Resources Manager, Bakersfield College.

Both the district and CCA will keep you posted on the upcoming SISC health insurance meetings at our colleges.

Our next negotiations session is set for Friday, Mar. 18.

Sincerely,

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KCCD CCA President

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