



May 13, 2016

Dear Faculty,

During our negotiations session today on health benefits, the district presented new information from SISC that changes much of what we had understood up to now.

We are sharing this information with you in case you hear about it over the summer, but we want to reassure you that any changes in health insurance plans must be negotiated and approved by a vote of our members. That vote won't occur until we have proposals to present to you during the fall.

Here is what we learned today:

1) The board of trustees has rejected CCA's proposal that employees and the district each contribute on a monthly basis to offset health costs and to remain self-insured. The board decided against this option because it was too costly for the district.

2) SISC has reversed its position that all labor groups must agree to either stay self-insured under the current plan or to move to the larger SISC pool. SISC representatives now are saying that CSEA and management could move to the pool, while faculty could stay in the self-insured plan. CCA negotiators have many questions about this change, including potential costs to faculty and to faculty retirees, and whether such an arrangement would be sustainable over the long term.

Because CCA realizes health benefits are a priority, we also have offered to negotiate health benefits during the summer if negotiators are paid for their time. The district is considering this offer and will let us know.

We will keep you updated over the summer as new information becomes available.

Sincerely,

Kathy Freeman  
KCCCD CCA President

Ann Marie Wagstaff  
Negotiator  
Porterville College

Nicole Celaya  
Adjunct Negotiator  
Porterville College

Tom Greenwood  
Chief Negotiator  
Bakersfield College

Matt Crow  
Negotiator  
Cerro Coso Community College