

# Chabot-Las Positas Faculty Association (CLPFA)

## FACULTY FOCUS

Volume XIII, Issue 10 – April 2011

### Public retirement plans are not all the same

By Polly Bacich

Grandstanding and exaggerations have no place in a discussion about something as important as the financial health of our state and its citizens. And one size definitely does not fit all when describing the different systems, CalSTRS is different.

DURING MY 31 years as an educator I taught my students using facts — dates and figures that could be substantiated. Facts are what we should focus on now as we discuss pensions. Grandstanding and exaggerations have no place in a discussion about something as important as the financial health of our state and its citizens. And one size definitely does not fit all when describing the different systems. CalSTRS is different.

The California State Teachers' Retirement System has been providing retirement security for more than 97 years, even through the Great Depression.

Here are some facts about CalSTRS and educators' retirements:

- CalSTRS earned 8.2 percent annually over the past 20 years and 12.7 percent last year. The CalSTRS pension fund is not in immediate crisis. It has assets to pay benefits for at least the next 30 years.
- As a percentage of payroll the state is paying less now (roughly 2 percent) than it did 14 years ago when the state paid 4.3 percent of payroll.
- I paid for my CalSTRS retirement with 8 percent of my monthly paycheck. That is higher than private-industry workers pay into Social Security.
- CalSTRS retirement benefits are based on age, years of service and final pay. The formula used is 2 percent of pay for each year of service, not the higher percentages you often hear about.
- Most CalSTRS retirees don't receive their own nor their spouse's earned Social Security benefits (they are penalized for being teachers via the Windfall Elimination Provision and Government Pension Offset).
- Just as private-sector retirees rely on Social Security, teachers rely on their CalSTRS pension to remain self-sufficient.
- Most CalSTRS retirees don't receive any employer-paid health care.
- CalSTRS is already a hybrid retirement plan with a defined-benefit formula for one type of compensation and a cash balance plan for other compensation that is similar to a 401(k). The system was created to avoid pension spiking.
- CalSTRS has actually cut retirement benefits in the past year. Most of the CalSTRS benefits that were provided in 2000, at the peak of the dot-com boom, were limited-term benefits and have sunsetted. Those who earned the benefits before the sunset will receive them; however, no new retirees can earn those benefits.

Opponents of public pensions have lumped all the pension systems together in their attacks, yet CalSTRS is very different in its formulas and benefits.

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## Power Plant: An Update

By Charlotte Lofft, FA President and Diane Zuliani,  
Chabot FA Grievance Officer - March 20, 2011

The decision to go forward with the Russell City Energy Center Power Plant was appealed to the Environmental Protection Agency (EPA) by the District in 2010. Unfortunately, the EPA ruled in favor of the power plant and against the District.

**At this time the District is appealing this denial and a mediator has been assigned. If mediation is unsuccessful the District is exploring whether or not to pursue an appeal of this EPA ruling in Federal Court at the level of the Ninth Circuit. The FA strongly supports such action by the District and would continue to work with the District to defeat the plant.**

The FA has repeatedly stated, at Board of Trustee meetings and in this publication, that we are totally opposed to the Russell City Energy Center Power Plant. Here are some of the reasons:

- The plant will negatively impact working conditions of faculty, staff and students.
- The plant will emit numerous toxins into our environment, including five criteria pollutants identified by the EPA as injurious to health, the environment, and property.
- The "Maximum Impact Receptor Center" map prepared by the California Energy Commission identifies the Chabot College campus as "ground zero" for falling toxins from the Russell City Energy Center, which the FA denounces as unwarranted and unacceptable burdens on a community resource such as ours.
- The FA interprets a move to site a power plant in proximity to our mostly low-income, majority-minority students and neighbors as an act of environmental racism, especially since the electricity generated by the plant is intended for residents of the Peninsula, not Hayward or the East Bay.
- The FA finds no assurances in the text of the "Prevention of Significant Deterioration Permit" that polluting emissions will be sufficiently monitored or that sufficient oversight is in place to ensure the PSD Permit Conditions are met.

- The plant's emissions will put at risk the many young children who attend our Children's Center on a daily basis, especially since these children have been identified by the EPA as "sensitive receptors" to criteria pollutants.
- We totally disagree with the California Energy Commission's staff assessment that ten deaths per million due to exposure to contaminants from the Russell City Energy Center is an "acceptable risk" for the community to bear.
- The supports of the plant's persistent claims that the plant will bring 650 jobs to the region repeatedly fail to acknowledge that those jobs are temporary and will last no more than 18 months, yet the plant will be a polluter in this community for as many as forty years or more.

In conclusion, the Faculty Association emphatically denounces plans to site the Russell City Energy Center in the west Hayward corridor, near our campus, where it will negatively affect the working conditions of the faculty and staff and the learning conditions of students.

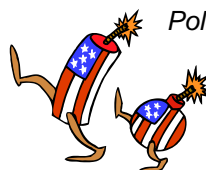
The Faculty Association is proud to join forces with the District against the construction of this plant and will work with the District to

### ***Continued from page 1 Retirement***

Even the California Foundation for Fiscal Responsibility is quoted as saying, "Teachers have a more modest formula, and it has been fixed for a number of years now." (North County Times, Jan. 10).

I am a proud member of the California Retired Teachers Association (CalRTA), which; sponsored the Elder Full Funding Act that brought CalSTRS to full funding in 1998. CalRTA has every expectation that Gov. Brown will find a funding balance now that is fair to taxpayers and fair to workers, just as we have experienced in the past.

Retirement plan opponents believe that all public retirement systems are the same. The facts don't support that argument. CalSTRS is different.



*Polly Bacich is president of the California Retired Teachers Association. She taught in Hayward for 31 years. She currently lives in Grass Valley.*

### **FA Contributes to the March on March**

The FA gave \$400 to the Associated Students at each college toward their efforts to march in Sacramento for the March 14 "March on March". We support the goals of the March on March.

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**Faculty Layoffs: Legal Issues**

By Charlotte Lofft, FA President

Everyone is understandably concerned about layoffs. Recent events in this District are cause for concern for all of us, which is certainly shared by the Faculty Association (FA). Several people have asked me about the issue of faculty layoffs; this is an attempt to clarify the issues generally. I am grateful to the FA attorneys who have helped with this article, in particular Mr. Bob Bezemek and Ms. Patty Lim.

The FA is mindful of the fact that approximately 200 Part-time (Adjunct) faculty have been removed from our ranks since 2007. Sadly, Part-time faculty serve as “At Will” employees in the District and do not enjoy layoff protection. Nevertheless, the FA regards the loss of all these Part-time faculty as a “layoff” of our ranks.

Our FA Contract with the District has an article which addresses layoffs. (Article 34: Reduction in Force). I will attempt to summarize the pertinent points of Article 34 in this presentation.

The District has to notify the FA before implementing any reduction in force (RIF) of any Contract or Regular unit member. (A Contract unit member is one who is on a Tenure Track but doesn't have tenure yet; a Regular unit member is one who does have tenure.)

A reduction in force means reduction or discontinuance of a particular kind of service or a decline in the Average Daily Attendance pursuant to Education Code section 87743. Any reduction in force of Contract or Regular faculty has to occur by March 15<sup>th</sup> or the District's rights to do so are lost for a year, until March 15<sup>th</sup> of the following year.

Before initiating any reduction in force, the District must assign unit members who would be subject to a layoff to any of the following that are available:

Reassignment to a different discipline under the terms of the Faculty Service Area article. (Article 22)

Transfer to a different discipline or college under the terms of the Transfer article. (Article 13)

Multi-campus assignments.

Saturday assignments as part of the regular work week.

Day/evening assignments as part of the regular work week.

Evening assignments; or  
Other duties

The District can also, in consultation with the FA, offer reduced contracts to any unit members willing to agree to them.

Faculty who are subject to layoff due to a reduction in force must be notified according to a very specific procedure outlined in the Ed. Code. They have to be terminated in inverse order in which they were employed. NOTE: This is a District-wide system, so each college is affected when there are layoffs in one or the other.

Faculty are reassigned according to a process that insures they meet minimum qualifications or possess a valid credential in the appropriate discipline and are competent in the applicable Faculty Service Area.

Competency standards for a Faculty Service Area are enumerated in Article 22A.2 of the FA-District Contract.

No Regular (tenured) faculty person can be terminated while a Contract (tenure track, but untenured) faculty person with less seniority is retained to render a service for which that

Regular faculty person is both qualified in the appropriate discipline and competent in the applicable Faculty Service Area.

No Regular or Contract faculty can be terminated in a service area or discipline until all Part-time faculty in the same service area or discipline are terminated District wide.

Once notices to affected faculty are provided, the person laid off can request a Hearing pursuant to Ed. Code section 87740 to challenge the layoff decision but **only has seven days to do so.**

The FA is committed to helping affected faculty to the fullest extent possible.

**General FA Meetings on Campus**

**Chabot: April 15<sup>th</sup>**

Chabot Meetings are at Noon – 1PM  
Room 1<sup>st</sup> floor conference room IOB

## **Vanishing Part-time Faculty - The 50% Law**

By the CLPFA Negotiation Team



This District has lost over 200 Part-time faculty since 2007. District-wide, our faculty ranks are 15% smaller since 2007. In that same timeframe, the District Office has grown. It does appear that this District is currently operating within the 50% Law, but the FA is monitoring that closely.

The 50% Law states that 50% of all the expendable dollars in the District have to be spent on Instructional faculty. Categorical monies don't count. And, Counselors and Librarians and faculty on Special Assignment do not count as Instructional faculty. Hence, they are on the other side of the 50% Law and not included in the calculation of monies that have to be spent on "faculty" per se.

## **Initiative Proposed to Drastically Reduce Public Employee Pensions**

By: Charlotte Lofft

This initiative was filed on March 24, 2011 with an attempt to place it on the ballot in 2012. The FA attorney has given us an opinion that it is illegal, but that it is intended to pertain to active employees who have not yet retired. It does not intend to apply to people who are retired and receiving their pension income.

Again, this proposed initiative, if passed, is allegedly illegal. It would probably generate a court challenge. It is being reproduced here since the FA has a duty to keep you informed of these matters. It was also distributed at recent FA meetings at each campus, again for the purpose of keeping you informed. The FA will be working hard to try to keep this off the ballot and to defeat it if it gets on the ballot.

There are other groups who are trying to put similar initiatives on the ballot in the near future; this is not the only effort that seems to be in the works. We will keep you informed as developments unfold.

### **March 24, 2011**

RCE'VED Initiative Coordinator  
Office of the Attorney General  
MAR 24, 2011

### **State of California**

PO Box 994255 INITIATIVE COORDINATOR  
Sacramento, CA 94244-25550 ATTORNEY GENERAL'S OFFICE

Re: **Request for Title and Summary for Proposed Initiative**

**Dear Ms. Paris:**

Pursuant to Article II, Section 1 O(d) of the California Constitution, I am submitting the attached proposed statewide ballot measure ("Public Employee Pension Reform Act jJ ) to your office and request that you prepare a circulating title and summary of the measure as provided by law. I have also included with this letter the required signed statements pursuant to California Elections Code sections 9001 and 9608, and a check in the amount of \$200. My address as registered to vote is shown on Attachment 'A' to this letter.

Thank you for your time and attention to this important matter. Should you have any questions or require additional information, please contact Thomas W. Hiltachk, 455 Capitol Mall, Suite 600, Sacramento, CA 95814, (916) 442-7757.

Very Truly Yours, Roger Niello'

**INITIATIVE MEASURE TO BE SUBMITTED DIRECTLY TO VOTERS**

**SECTION 1 STATEMENT OF FINDINGS**

- A. Government has an obligation to provide adequate health and retirement benefits to its employees;
- B. At the same time, government has a responsibility to its taxpayers to insure that such benefits are reasonable and adequately funded;
- C. Pension benefits for existing employees are excessive and threaten the economic viability of state and local governments.  
A recent report by the State's Little Hoover Commission concludes, that the current system is fiscally "unsustainable";
- D. Government finance experts have determined that the pension and retiree health provided public employees are significantly more generous than other states. It has been reported that more than 15,000 persons receive pension benefits in excess of . \$100,000 per year. Under the current system ie public employees can actually receive more income in retirement than they earned while working.
- E. In the 1930's, our state established a retirement age for government employees of 65. Now many government employees can retire in there 50's, notwithstanding a much longer life expectancy. As a result, many retirees will receive a government pension for more years than they actually worked for the government.
- F. The current system has led to billions of dollars of unfunded liabilities for pension obligations of government employees.  
The taxes needed to adequately fund such benefits would crush the economy. The investment proceeds needed to fund such benefits are non-existent. Many local governments will be threatened with bankruptcy if no change is made right now..

**SECTION 2 STATEMENT OF PURPOSE**

- A. The people hereby enact the "Public Employee Pension Reform Act" to;
  - 1) provide fiscally responsible pension benefits for all government employees; and .
  - 2) Reform the excessive pension benefits provided to current government employees.

**SECTION 3. Public Employee Pension Reform Act**

Section 12 of Article VII of the California Constitution is added to read:

- Sec. 12(a) Public agencies may provide reasonable pension benefits for all employees hired after the effective date of this section, subject to all of the limitations of this section.
- (b) Any plan providing for pension benefits for employees of a public agency who are employed on the effective date of this section, shall comply with retirement age limitation in subdivision (f)(1), whether enacted by law or by contract, notwithstanding section 9 of Article I. ' , ,
  - (c) This section does not apply to or limit disability benefits for public agency employees or death benefits for families of public agency employee's.
  - (d) Public agencies shall retain exclusive authority to modify the terms of pension, retiree health, or other retirement benefits provided to its employees and may not relinquish such authority in any employee contract or collective bargaining agreement.
  - (e) A public agency may not provide retroactive increases in pension benefits to any public agency employee under any plan.
  - (e) A public agency providing pension benefits to its employees shall:
    - (1) provide for full retirement ages of all employees no less than 62 years of ge;
    - (2) require a public agency employee to have been a full time employee of one or more public agencies for at least five consecutive years;
    - (3) limit retirement benefits for a public agency employee to no more than sixty , percent (60%) of he highest annual average base wage of the employee over a period of three consecutive years of employment by a public agency. Any

additional payment, including but not limited to, overtime pay, bonus pay, severance pay, and payments for accrued but unused vacation and sick days shall be excluded from calculating the annual average base wage. '

- (4) require the public agency employee to contribute an amount at least equal to the amount provided by the public agency to fund the plan.
- (g) As used in this section:
  - (1) "Public agency employee" and "employee" mean a person who is or becomes a full-time employee of a public agency.
  - (2) "Public agency" means the state or a political subdivision of the state, including, but not limited to, counties, cities, charter counties, charter cities, charter county and counties, school district, special districts, boards, commissions, the Regents of the University of California, California State University; and agencies thereof.
  - (3) "Pension" or "pension benefits" means a: plan or trust providing a pension, benefit determined by a formula based on factors such as age, years of service, and compensation, or a plan or trust 2
- (h) The Legislature may adopt legislation implementing this section and only to further the purposes of this section by a bill passed by roll call vote entered into the journal, two thirds of the members concurring.
- (i) Nothing in this Section shall terminate, amend, modify or in any way affect the retirement benefits or other benefits provided Members of the Legislature pursuant to Section 45 of Article IV.
- G) Nothing in this section shall repeal, modify, change or impair the pension benefits of persons who are receiving or are entitled to receive such benefits as a result of that person's retirement from public agency employment prior to the effective date of this section.

#### SECTION 4. Severability

The provisions of this Act are severable. If any provision of this Act or its application is held invalid, that finding shall not affect other provisions or applications that can be given effect without the invalid provision or application. .

#### SECTION 5. Effective Date

This Act shall become effective immediately upon its approval by the voters pursuant to Section 10(a) of Article II. No public agency may enter into any employment contract or collective bargaining agreement providing for retirement benefits in excess of the limitations imposed by this Act.3

## **Negotiation Update - March 28, 2011**

This material was handed out at the recent general FA meetings at each campus. It is being reproduced here to reinforce the information and to distribute it to those who missed the meetings. The FA Negotiating Team.

## **Grappling with the Budget Mess**

Absent taking a bargaining stance that drives the District into insolvency, given the state of California's budget, it is certain the faculty will need to make some economic concessions. As the negotiating team works with the District in this difficult time, our work will presume the following basic parameters:

1. Economic concessions will *not* be based upon worst (or middle) case scenarios, but rather on budget certainties as verified by the FA's independent understanding of the state budget and the District's fiscal condition. We appreciate how the District might feel a sense of urgency, but they are not entitled to control the timeframe by which concessions are agreed to.
2. Economic concessions will generally come in the form of MOU's that expire after a set time (consider the default one year) — though it is understood that a restructuring of some provisions (e.g., health benefits) will result in some permanent contract language.

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3. The 50% Law will be observed. Specifically, when savings are contemplated in instructional salaries and benefits, the FA expects that the District will balance those savings by reductions in applicable non-instructional costs, so the sum of these savings is applied to the total problem.
4. Concessions must be ratified by the membership. It is unlikely that a new contract will be completed by the end of the current academic year, though a preliminary economic package for 2011-12 will be presented to the membership for ratification in May.

**UNCERTAINTIES IN THE BUDGET**

By far, the single biggest unknown is Governor Brown's proposed tax extension, which could come to the voters as late as November. With the tax extension in doubt, the community colleges are likely to face cuts beyond what has already been passed by the legislature. As it stands, the California Community Colleges are cut by \$400M, of which \$110M is offset by increasing the enrollment fee from \$26 to \$36 per unit. Chabot-Las Positas represents about 1.5% of the system, so our share of the reduction is about \$6M, of which \$1.6M is offset by the fee increase. Our net reduction is about \$4.4M, which translates to 973 FTES from our apportionment base. Without the tax extension the cuts will be deeper, and particularly devastating if Prop 98 is suspended; in all cases, machinations locally and in Sacramento will impact our funding by the following means:

- **Current Year Growth** — The First Principal Apportionment (P-1) shows Chabot-Las Positas with 235 more funded growth FTES in 2010-11 than what was budgeted (*ref.* Adoption Budget). CLPCCD is in an excellent position to capture "Over-Cap" growth revenue if it holds up and we maintain our enrollment — though there are worries that it won't. If it holds up, our ongoing problem may shrink by as much as \$1M.
- **Setting the Apportionment Base for 2011-12** — This will not be a done deal for some time. On the up side, if current year growth holds up, the apportionment reduction will be made from a higher number (that's a good thing). Yet if the tax extension is thwarted, the Governor and legislature appear poised to cut an *additional* \$400M (perhaps more) from the community colleges.
- **Chance for Additional Fee Increase** — This will come up for consideration if the tax extension fails. The Legislative Analyst (LAO) suggests \$66/unit in that case. If the fee is increased above \$36 per unit, the actual revenue reduction might be less than current District projections.
- **Non-negotiated Cost-Savings** — (Local Issue) The District has publicly disclosed \$2.4M in potential savings (mixing one-time and ongoing monies) to help budgeting for 2011-12.
- **SERP II** — (Local Issue) The District has offered a second Supplemental Employee Retirement Plan (SERP) to eligible unit members (including classified and management) that could potentially save as much as \$2M. Applications are due in April; we definitely need to know the true impact of "SERP II" before we can fully engage the important decisions.

**EMOLUMENTS DISCUSSED AT THE TABLE — SO FAR**

If you've been following the news out of Sacramento, you're aware that financial developments are in motion, and stand to be so for some time. Even in the best case scenario — that tax extensions will pass, eventually — we will not be able to solve our problems in a responsible way such that no one feels a pinch. What follows is a summary of what has been introduced or discussed at the bargaining table as of March 25:

- **FTEF Savings** — this is the savings that comes from reducing the class schedule. (Rule of thumb: Every 10 FTEF cut saves about \$262K in instructional costs, and represents the equivalent of fifty 3-unit sections.) Technically FTEF levels are set by DEMC to match our base apportionment level, but the negotiating team absolutely considers FTEF savings, in full, as contributing to the instructional half of the total cost reductions required.
- **Restructuring Health Benefits** — The District's proposal for health benefits is described in detail below. Ultimately, changes may come in two ways: (1) by changing the plans in terms of carriers, copays and deductibles; and/or (2) through unit member contributions to premiums. There is still a lot of work to come, to evaluate options for our health benefits.

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- **Reduction of Sabbaticals** — would specifically allow the District to reduce its contribution to the Sabbatical Leave Fund by 50% for two years. Would save about \$260K over two years, and ensure that unit members approved for 2011-12 would still get to go.
- **Suspending the “Summer Pay” Differential in 2011** — The cost of this provision (about \$250K each year) has been stated as a strong reason to cancel the summer sessions altogether. Letting it go would take some pressure off the summer sessions, help alleviate the need to find additional cost reductions somewhere else, and help preserve sections for adjunct faculty.

**RECENT DISTRICT PROPOSALS BY ARTICLE**

**Article 10: Workload**

- District proposes highly regulatory language with regard to faculty load and hours per week.
- Would allow unit members to teach for load in a secondary discipline only by mutual consent of the faculty and Dean of that discipline. (Subject to abuse based on personal reasons)
- Would require unit member with 50% load to be on campus for three days. (Highly regulatory)
- Would include SLO's and accreditation as applicable to the five professional activity hours.
- Proposes to allow unit members to qualify for overload assignments in their primary discipline only. (Discriminates against faculty whose primary discipline has no overload but who are qualified to teach in a secondary discipline)
- Proposes to require faculty to "meet their professional responsibilities" before they are considered eligible to have an overload assignment. (Allows for management to subjectively disallow someone overload)
- Proposes several new regulations and definitions with regard to counselor workload. (Highly regulatory)
- Proposes to cap overload to 40% each term, including Summer. (Down from 60% cap for Fall and Spring term and no cap for Summer or Intersession)

**Article 12: Sabbatical and Load Banked Leaves**

- District proposes to Increase qualification for Load Banked Leave from 15 to 19 banked CAH, starting Fall 2013, and to increase the timeline of load-banked leaves from once every 3 years to once every 5 years

**Article 18: Part-time Faculty**

- District proposes to eliminate the Part-time Seniority List entirely (*i.e.*, return to personal, preferential, unprofessional approach to Part-time assignments)

**Article 20: Benefits**

At the February 17, 2011 negotiating session, the District's negotiating team presented their opening proposal that dramatically alters health, dental and vision benefits for current faculty and for faculty hired on or after July 1, 2011. They also proposed to eliminate retiree health benefits altogether for faculty hired on or after July 1, 2011.

The District is proposing to cap the amount that the District contributes towards the cost of health insurance premiums. They have proposed a two tier system, *i.e.*, one set of rates for current faculty and a different set of rates for faculty hired on or after July 1, 2011. Any premium costs over the amounts listed below would be paid by the faculty member on a pre-tax basis. The District would continue to offer three different Health Plan options, Kaiser, Anthem Blue Cross-HMO (ABC-HMO), and Anthem Blue Cross-PPO (ABC-PPO). The District proposal is summaries below.

1. **Active full-time faculty hired before July 1, 2011:** The District proposes to cap their premium contributions at the **2009-10 ABC HMO** level, as follows:
  - a. For employee only coverage, the maximum District contribution would be \$611.67.
  - b. For “E + 1” coverage, the maximum District contribution would be \$1,122.10
  - c. For “E + Family” coverage, the maximum District contribution would be \$2,018.38.



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2. **New full-time faculty hired on or after July 1, 2011:** The District proposes to cap their premium contributions at the **2010-11 Kaiser** level, as follows:
  - a. For employee only coverage, the maximum District contribution would be \$513.78.
  - b. For “E + 1” coverage, the maximum District contribution would be \$1,027.57
  - c. For “E + Family” coverage, the maximum District contribution would be \$1,541.35.
3. **Adjunct Faculty:** For eligible adjunct faculty hired before July 1, 2011, the District proposes to cap their contribution to 50% of the premium amounts listed in 1a-c above. For adjunct faculty hired on or after July 1, 2011, the District proposes to cap their contribution to 50% of the premium amounts listed in 2a-c above.

***How the Proposed Caps Would Affect You***

The table below shows the proposed cap amounts along with the current premiums paid by the District. If the unit member’s premium is greater than the cap, the unit member would pay the difference. For example, unit members with ABC Family coverage would be expected to contribute \$632.22 per month, assuming the plans are renewed for 2011-12 at the rates shown. The FA believes that under the District proposal, unit member contributions would grow meteorically (even for the Kaiser plans, after a year or two) as premiums escalate over time.

**Comparison of Proposed Cap\* to 2010-11 and (preliminary) 2011-12 Rates**

Plans >	Proposed Cap*	Kaiser		ABC-HMO		ABC-PPO***	
		2010-11	2011-12**	2010-11	2011-12**	2010-11	2011-12**
<b>E only</b>	\$611.67	\$513.78	\$565.16	\$706.56	\$803.36	\$1,048.22	\$1,168.57
<b>E + 1</b>	\$1,122.10	\$1,027.57	\$1,130.32	\$1,411.66	\$1,605.06	\$2,096.82	\$2,337.95
<b>Family</b>	\$2,018.38	\$1,541.35	\$1,694.39	\$2,331.52	\$2,650.60	\$3,459.69	\$3,857.55

\* Proposed cap is maximum District contribution for current active full-time faculty (pre-2011)

\*\* 2011-12 premiums are *preliminary*, based on information provided by Keenan & Associates.

\*\*\* Faculty with these plans currently pay a portion of the premiums. District pays ABC-HMO rate and the faculty member pays the remainder.

**Open Possibility for Coverage Changes**

The District did not propose any specific coverage changes, but proposed the following: *“The parties agree to implement plan changes to the benefits plans to achieve cost savings. Those changes may include but are not limited to increasing co-pays, increasing deductibles, and reducing or eliminating certain coverages.”*

**Dental and Vision Proposal Summary**

The District proposes to cap the amount they contribute for the Dental and Vision premiums for active full-time faculty at the 2009-10 premium levels, as follows:

Plans >	Delta Dental Plan		Vision Service Plan	
	proposed cap	2010-11	proposed cap	2010-11
<b>E only</b>	\$61.55	\$65.19	\$13.65	\$13.46
<b>E + 1</b>	\$123.10	\$130.39	\$27.29	\$26.91
<b>Family</b>	\$181.57	\$192.32	\$40.95	\$40.37

**Retiree Medical Benefits Proposal**

The District proposes that faculty hired on or after July 1, 2011 will have no retiree medical benefits. This would create a three-tiered system for retiree medical benefits, e.g., those hired before 4/1/1986, those hired between 4/1/1986 and 6/30/2011, and those hired on or after 7/1/2011. Moreover, if said new faculty were to eventually retire before age 65 when Medicare kicks in, they would not have any coverage at all.

**Other Articles**

The District withdrew 14, 15, and 26 from the table (a positive thing), but *added* Article 27