

## **Chabot Las Positas Faculty Association – Faculty Update February 2024**

Hi all,

General FA meetings are coming up at the end of the Month:

**Monday, Feb. 26, 3-4 pm**

**Thursday, Feb. 29, 12-1 pm**

As usual, faculty are welcome to attend either meeting; Zoom details will be provided closer to the meetings. Planned topics include:

- (a) State budget & our raise next year;
- (b) the PT Health Care MOU (see below);
- (c) Alternative Academic Calendar Committee update; and
- (d) the upcoming E-Board election.

Faculty issues leading into the next contract cycle are always welcome—our current contract runs through June 30, 2025.

(Note: These meetings had initially been scheduled for the last week of January, but we had to reschedule. I apologize for any confusion or inconvenience.)

### ***In Case You Missed It...***

## **EXPANSION OF PART-TIME HEALTH CARE PROGRAM**

Health care options for Part-time faculty will improve dramatically next year. (The District currently offers health benefits to those who don't have access to coverage through another source; eligible participants pay 50% of the premium cost and have access to Kaiser plans only.) What happened: Just before Christmas, the District & FA signed a Memorandum of Understanding (MOU) that will extend to eligible Part-time faculty the same primary health-care benefit as that defined for Full-time faculty. The new provisions will be effective at the open enrollment period in July, for coverage taking effect on September 1, 2024.

Here are some specific details:

— **Same medical plans as those available to Full-time Faculty.** Beginning in Fall '24, eligible part-time faculty will have access to the same Kaiser & Anthem High

plans as those available to Full-time faculty, as described in Article 20A.1 of our Collective Bargaining Agreement (CBA).

— **Contributions towards premiums will be the same as those for Full-time Faculty.** Starting this Fall, premium contribution levels for participating PT faculty will be the monthly dollar amounts shown in Article 20A.1 for the District's Kaiser & Anthem plans. These amounts vary by the plan chosen— but are dramatically less than 50% of the premium for the High & Low HMOs. (Please note, the employee premium contributions for the Anthem plans are higher than those for Kaiser. )

— **Eligibility essentially remains what it is now.** To be eligible for coverage, the Part-time faculty member needs to have worked 40% (12 CAH equivalent) or more over the past year, and affirm (by signed affidavit) that they don't have access to healthcare paid through another source. One minor change is that for the July open enrollment period, the eligibility year will include the summer session underway, as opposed to the summer from the previous year. The District has also agreed that beginning this Fall, the affidavit will no longer need to be notarized.

— **Provision for multi-district faculty.** For faculty without access to other coverage, who don't have 40% load over the past year in any one district, they may combine workload from one or more additional districts to reach the 40% threshold for eligibility. The MOU provides that the faculty member may then purchase coverage for themselves, and the District will reimburse an appropriate share of the premium. The District's share is the cost of the plan divided by the number of districts the faculty member is working in; the District's share is limited to its share of the most commonly subscribed plan.

— **Provision for faculty with existing coverage.** The MOU also contains a provision for faculty who are otherwise eligible, who have been paying for their own coverage for two or more years. If those faculty wish to stay on that plan, instead of enrolling in the District's Kaiser or Anthem coverage, they may do so on a reimbursement model.

***A note on funding:*** These provisions take advantage of a \$200 million ongoing allocation that was part of last year's State budget, specifically to improve benefits for Part-time faculty. Guidelines from the State Chancellor's Office set

reimbursement to districts at 50% of the cost of programs that many districts (including ours) already had in place; the guidelines also specified that if a district offers primary medical coverage to eligible PTers that is minimally identical to that offered to Full-time employees, the district can be reimbursed *up to* 100% of its cost for same. The caveat is that if the limit of the fund is reached (say, if all 72 districts offer coverage at that level), the reimbursement rate to districts may fall to less than 100% of their cost.

It took some time, over this last Fall, for the District and FA to sort out the risks & logistics, and for the District to make appropriate inquiries to our health insurance carriers. Ultimately, the District and FA determined that while the fund may well reach its limit at some point in the future, the chances are relatively small that it will happen anytime soon— especially given that only a few districts have thus far established a program that qualifies for 100% reimbursement.

Moreover, it's worth a modest risk to provide this important benefit to our Part-time Faculty who really need it, given the high cost of living in the Bay Area. The MOU has language, however, that sends us back to the table should the District's reimbursement from the State fall below 95% of its cost for this program.

The FA would like to recognize several key players at the District Office who helped make this a reality. First is Chancellor Ron Gerhard, and Vice Chancellors Wyman Fong and Jonah Nicholas, who readily recognized the value & importance of getting this done. We also recognize the folks in the Benefits Office: Director Melinda Trammel, and specialists Rosalyn Tucker and Leticia Macias— they'll be seriously ramping up their service this summer, so please be nice to them!

On the FA side: in addition to Chief Negotiator Tom de Wit and myself, there were contributions from our vice presidents Jeff Drouin and Heike Gecox, and our part-time reps Kelsey Piaz and Jeff Judd.

The signed MOU is posted under Collective Bargaining Agreements section of the District HR website, which you can find here:  
<https://districtazure.clpccd.org/hr/collective-bargaining-agreements.php>

We've also posted the MOU text at the FA's website. Here's a direct link:

[https://clpcfa.files.wordpress.com/2023/12/mou\\_pt-health-care-2023-12-12-final-text.pdf](https://clpcfa.files.wordpress.com/2023/12/mou_pt-health-care-2023-12-12-final-text.pdf)

## **THE FA EXECUTIVE BOARD FOR 2023-24**

Here's the Executive Board as it now stands:

President: **Dave Fouquet**

Vice Presidents: **Jeff Drouin** (Chabot); **Heike Gecox** (Las Positas)

Grievance Officers: **Jason Ames** (Chabot); **Christina Lee** (Las Positas)

Membership Chairs: **Jerome Manos** (Chabot); **Nadiyah Taylor** (Las Positas)

Part-time Reps: **Kelsey Paiz** (Chabot); **Jeff Judd** (Las Positas)

At Large Reps: **Cynthia Gordon da Cruz** (Chabot); **Craig Kutil** (Las Positas)

Treasurer: **Debbie Fields**

Secretary: **Nancy Pinio**

Communications Officer/FACCC Board Rep: **Sarah Thompson**

Chief Negotiator: **Tom de Wit**

Ad Hoc Negotiators: **Monique Williams** (Chabot); **Rafael Valle** (Las Positas)

## **IT'S ALWAYS A GOOD TIME TO BECOME A MEMBER**

To anyone who's not currently an FA member: If you're a faculty person working in this District, *and you're reading this right now*, it's reasonable to ask, Why aren't you a member? After all, being a dues-paying member is the best way to support the work of the FA. Membership dues pay a significant portion of the FA's costs for unit member representation and contract negotiations, and *all* of the FA's costs for legal representation.

For more information on how to become a member, please contact your friendly local membership chair. They are:

— **Chabot:** Jerome Manos ([jmanos@chabotcollege.edu](mailto:jmanos@chabotcollege.edu))

— **Las Positas:** Nadiyah Taylor ([ntaylor@laspositascollege.edu](mailto:ntaylor@laspositascollege.edu))

Onward!

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**Dave Fouquet**

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