

Spring
2017

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Newsletter

Chabot-Las Positas

Association of Retired Employees

CARE President's Message

Happy Spring-almost-Summer to you all! I am pleased to be playing another role in this important organization....partly for all of the good it accomplishes (more about that in a minute) and also because in times of difficulty and transition, what Rebecca Solnit calls "civil society" becomes even more important. Her important book *A Paradise Built in Hell: The Extraordinary Communities that Arise in Disaster* gives a multitude of examples about the ways in which small, local, specific-goal organizations rise to challenges in ways that both reflect and reinforce the ideas and mores of its individual members.



And speaking of rising to challenges, be sure that you read the article about the clarification of employee and retiree medical benefits on pages 4 and 5. I would especially like to thank CARE board members Sharon Trethan and Bill Threlfall who together spearheaded this effort, starting with spotting the problem in the Board minutes and continuing through its correction. This project took literally hundreds of hours of meetings, phone calls, emails, more meetings, and an elaborate and important partnership with the faculty association, classified union, and at least one attorney. I shudder to think what could have happened even a couple of years down the road had this problem not been spotted and corrected. I would argue that the final language that you see here is what was intended all along, but its clarity and precision both set the record straight and preserve those precious protections. Please thank Sharon and Bill when you see them.

My best to you all for a beautiful summer whatever your plans.

Irene

CARE Advocacy Update

CARE's constitutionally-defined purpose is to serve the economic and social interests of its members. We can think of no more significant economic interest than **protection of members' retirement medical benefits**, which were threatened by Board Policy 7380 as adopted by the District Trustees in August 2015.

As reported in the story on page 4, that flawed board policy has finally been fixed as the culmination of a year-long process initiated by CARE. We think this outcome is a "big deal" and an prominent example of how CARE serves you!

Web Links in this Newsletter

Several of our articles include web links shown in green. To gain easy access to the linked documents, just visit www.care-news.org, where this newsletter is online. Open the online newsletter and click any link shown in green. You'll get immediate access to its target.



CHABOT COLLEGE NEWS

Shari Jacobsen Reporting

I recently had the opportunity to meet with Tim Dave, faculty in Astronomy and Physics. I have been out of the loop at Chabot for quite a while and wanted to see my good friend and find out what was happening with the Planetarium since I was last there to check all the new equipment that was so exciting for the campus and community.

Budgets. Unfortunately, it seems that the work of the excellent faculty in this area has been constrained by real-world budget limitations. Scott Hildreth and Tim Dave are working together with adjunct faculty Shanon Lee, Robert Moore, Gabriel Prochter, and Bill Pezzaglia to maintain equipment and present fine programs to the community.

Community programs. The Astronomy and Physics faculty are working to promote community involvement. Many elementary schools are bringing their students to the Planetarium. It has become a tradition. And on August 21, 2017 there will be a total eclipse in North America extending from Washington and Oregon to Georgia, and the faculty have planned a special community event. They will bring the telescopes outside between buildings 1700 and 2000.

Tim Dave and Scott Hildreth are interviewed in this terrific YouTube video describing the Planetarium and the department's community programs:

<https://youtu.be/7d5YGqQynr0> ← (that's a zero)



Scholarships. The highlight of the year for Tim Dave is when he hands out nine scholarships between \$300-\$500: one in honor of his mother who was a nurse, the Maggie Dave Scholarship for Nursing, and 7 others for women and underrepresented minorities in science and engineering. Additional and essential financial contributors to these awards are Maggie Schumacher and Agnello Braganza, both science faculty.

New Retirees

Michael Absher, Chabot College, January 2017
 Cynthia Ahre, Las Positas College, April 2017
 Dennis Aye, Chabot College, June 2017
 Carolyn Baranouskas, Las Positas College, June 2017
 Katherine Bolich, Chabot College, July 2017
 Janice Cantua, Las Positas College, April 2017
 Gerry Gire, Las Positas College, August 2017
 Michael Halleck, District Services, May 2017
 Marilyn Marquis, Las Positas College, June 2017
 Bruce Mayer, Chabot College, June 2017
 Barbara Morrissey, Las Positas College, February 2017
 Linda Olivenbaum, Chabot College, February 2017
 Brian Owyong, Las Positas College, June 2017
 Gina Owyong, Chabot College, May 2017
 Donald Plondke, Chabot College, June 2017
 Sonia Rios, District Services, March 2017

Zina Rosen-Simon, Las Positas College, July 2017
 Mark Schaeffer, Chabot College, January 2017
 Cynthia Stubblebine, Chabot College, June 2017
 Stephen Woodhams, Chabot College, June 2017

In Memoriam

We have lost these valued CARE members recently. Our thoughts and prayers go out to their families.

Louie Abaitua	David Leonard
Maxine Calleri	Barbara Pope
Phillip "Babe" Castillo	George Anna Tow
Truman Fisher	

CARE publishes life tributes and profiles in the History Project of its web site. Family or colleagues who wish to submit a tribute for publication may send it to the newsletter editor via [email](mailto:).



LAS POSITAS COLLEGE NEWS

Las Positas College has attained another success in its exceptional range of programs and opportunities tailored for veterans. The College has a well-developed [Veterans First program](#), which provides comprehensive direction and resources for veterans returning to college. Notable aspects of the program include the [LPC Vet Stories](#) project which won a 2016 CARE Grant.

In 2013, Las Positas College partnered with Lawrence Livermore National Laboratory (LLNL) to create a two-year degree programs in Engineering Technology to meet the demand for highly skilled engineering technologists in the East Bay. **Veterans to Technology** is a sub-program tailored for veterans which combines career technical education with hands-on internships at LLNL. On March 9 2017, *Veterans to Technology* won the 2017 East Bay Innovation Award from the East Bay Economic Development Alliance.

This winning program and its award are described in the East Bay Innovation Awards article: [Veterans fill the technology skill gap](#).

The White House's **Joining Forces** program has recognized **Veterans to Technology** as a national best-practice model for retraining returning veterans. Bravo!



Remembering Chet Rhoan by Bill Threlfall

CARE Past-President Chet Rhoan passed away in November 2016 after a long struggle with declining health. I feel a special affiliation with Chet as he and I were hired by Chabot College on the same day in 1968. At that time, the Social Science Division was characterized by rather senior faculty with military or religious backgrounds, and the college administration made a decision to reach out for younger candidates. At our hiring, Chet was 29 and I was 23. Accordingly, the mean age in the division dropped precipitously! Although I did not interact with Chet on a daily basis, I knew him for a long time. This is my opportunity to share some memories of his skills and contributions:

I always think of Chet as a union man. From his early days as a locomotive fireman to his time as an active member of the Chabot Local 1440 of the American Federation of Teachers, he was a consistent union activist representing the interests of workers and the value of work itself.

When I hear the word "parliamentarian", I always immediately think of Chet. He was a ready front-line resource on questions of parliamentary procedure. Chet was a champion of the *Sturgis Standard Code of Parliamentary Procedure* and appreciat-

ed its nuanced differences from the more traditional *Robert's Rules of Order*.

In retirement, Chet served CARE well. As President, he exhibited thoughtful leadership, initiating a reexamination of CARE's work and services to members. Moreover, Chet ran a good meeting, and we got stuff done! Chet kept CARE meetings on-track, supplying enough gentle structure to assure progress on the agenda yet preserving an informal climate that let folks speak their mind.

Chet's writing was marked by scholarship. As an example, consider his thoroughly researched and documented CARE History Project piece: [Move the Previous Question: The Chabot Faculty Senate 1980-2010](#), which contains 32 reference citations!

Chet's illuminating "Meet your CARE Board" bio can be found in the [December 2010 CARE Newsletter](#).



Board Policy Board Policy Issue Resolved Retiree Medical Benefits Preserved

CARE's vigilance and advocacy has paid off for retirees. We are pleased to announce that Board Policy 7380 has been revised by the District Board of Trustees, incorporating new language proposed by CARE. The revision is the culmination of a year-long process initiated by CARE, and it corrects policy flaws that threatened long-established retirement health benefits.

What Happened

Beginning in Spring 2013, the Chabot-Las Positas Community College District launched an ongoing project to update its board policies and administrative procedures. On August 18, 2015, the District replaced the previous board policies pertaining to retirement medical benefits by board policy BP 7380, Retiree Health Benefits, which essentially deleted all detail previously included in previous policies and replaced it with remarkably flawed language that provided no coverage for classified, administrative, and confidential/supervisory employees, and made retirees fully responsible for the costs of the retirement benefits.

What CARE Did

CARE officers discovered the policy defects and brought the matter to the CARE board for action. On March 7, 2016, CARE wrote to Chancellor Jackson requesting an opportunity to work constructively with District staff to address our concerns. The Chancellor was responsive to this request and soon thereafter, CARE representatives met with District staff to present suggested policy revisions. That meeting ended on a positive note; however, it proved to be the beginning of a lengthy process that just recently concluded. District staff needed time to seek input from their attorney and from a board policy consultant that the District had retained.

In addition, District protocol requires that board policy revisions go through a shared governance process with participation by the unions, campus groups, and leaders. To facilitate this process, last summer CARE enlisted the collaboration of the Chabot-Las Positas Faculty Association (CLPFA) and the Service Employees International Union Local 1021. Working together, we developed a single joint recommendation for revised language for BP7380.

This collaborative partnership proved essential to the ultimate success of the policy revision initiative. Our joint approach put all parties "on the same page", presenting a unified voice to District representatives. Also, the initiative gained authority because the unions have standing under State law to negotiate with the District, while CARE lacks such standing, as we are not an employee union. And finally, the CLPFA contributed significant leadership time and legal support to help move the parties toward agreement. CARE wishes to recognize the CLPFA's generosity and collaboration in this successful joint effort to protect the retirement medical benefits of retirees and current employees.

The Outcome

After an almost year-long process of back-and-forth communications, draft revisions, and institutional review that tested the patience of all involved, on February 21, 2017, the Trustees of the Chabot-Las Positas Community College District adopted revisions to Board Policy 7380 that resolve all the concerns presented by CARE in March of 2016.

(Continued at top of p. 5)

Frank West and Shari Jacobsen join CARE board

We are pleased to welcome two new members of the CARE Board:

Pictured, left to right, Frank West, retired Chabot College History and Political Science faculty member, and Shari Jacobsen, retired Chabot College Counseling and Disabled Students Programs and Services faculty member. CARE will benefit from their energy, insights, and business-like skills.



...Board Policy Issue Resolved. Continued from p.4

Here is a brief summary of the key changes:

Flawed Policy adopted August 18, 2015	Policy as revised February 21, 2017
Health benefits <u>only</u> for retired <u>academic</u> employees. Nothing for others.	Health benefits for all retired employees: academic, classified, administrative, confidential/supervisory.
Benefits provided at the retiree or surviving spouse's/ domestic partner's <u>own expense</u> .	Benefits provided as specified in the collective bargaining agreements: Depending on hire date: 1. at the retiree's own expense, 2. at the District's expense, 3. or with expense shared by the retiree and District.
Optional vision care plan benefits <u>not</u> included.	Health and welfare plan and optional dental and/or vision care benefit plans all included .
Definitions and use of various terms inconsistent.	Inconsistencies remedied; clarifications added.

View the [flawed BP7380](#) adopted August 18, 2015.

(Read this newsletter at care-news.org to follow the links at left.)

View [revisions to BP7380](#) adopted February 21, 2017.

View [clean copy of BP7380](#) as revised February 21, 2017.

CARE Board Opportunities

CARE wishes to broaden the involvement of its members and is now reaching out for new board members. We are especially encouraging participation by recent retirees!

The CARE board sets policy and manages the organization's affairs during four board meetings each year. Current board membership is listed on page 7 of this newsletter.

Please express your interest by [e-mail](#) to CARE President Irene Plunkett. Please mention why you are interested and where you served at Chabot-Las Positas CCD. Irene will then put your name forward to the board for consideration!

Back Then ...

Chabot College Trustees Barry Schrader, Elva Cooper, and Isobel Dvorsky unveil the sign for Las Positas College in 1988 following its designation by the Board of Governors as an inde-



pendent college. Photo by Tri-Valley Herald.

Vaccine Payments under Medicare Plans

by Bill Threlfall

I'm sharing recent learning experience with billing for a tetanus, diphtheria, and pertussis (TDAP) vaccine.

For years, I've received vaccines, including "flu shots", at my doctor's office. Recently, I went in for a flu shot and was told I also needed a tetanus shot. Both were administered in the office and were billed to my insurance, which is an Anthem Blue Cross Medicare Advantage plan. Insurance paid for the administration of both vaccines and for the influenza vaccine, but denied payment for the TDAP vaccine. Puzzled, I began an investigation into Medicare rules, and it yielded these findings:

Medicare Part B, required of all eligible CLPCCD retirees, pays for doctor's office visits and for these specific vaccines only:

- Influenza virus vaccine
- Pneumococcal pneumonia vaccine
- Hepatitis B vaccine
(for patients at high or intermediate risk)
- Vaccines directly related to the treatment of an injury or direct exposure to a disease or condition

Payment for any other vaccines supplied by your doctor's office will be denied by Part B.

Other vaccines generally will be covered under your Medicare Part D drug plan, but most doctors' offices cannot bill Part D. Only a pharmacy or hospital that supplies the vaccine can bill Part D.

As a consequence, I needed to pay the doctor's billing department \$73 for the TDAP vaccine. I was then able to file a claim form to my Medicare Part D drug plan for reimbursement. The form requires a good bit of detail, some of which is a challenge to obtain: drug NDC number, an 11-digit National Drug Code that is unique to the particular vaccine received, exact drug name, physician NPI number, physician invoice, paid receipt, etc. As an example, [here is a link to the form I completed](#).

Recognizing that this reimbursement process is burdensome, Medicare suggests an alternative wherein the physician provides a prescription, your pharmacy provides the vaccine, and then it is administered by the pharmacist or delivered to your physician for administration. Under this alternative, the physician bills Part B and the pharmacy bills Part D. The following Medicare document fully describes the payment guidelines and administration alternatives:

Vaccine and Vaccine Administration Payments Under Medicare Part D.

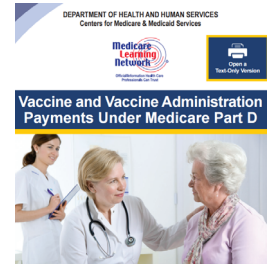
For a Kaiser Senior Advantage Medicare Plan, the patient's experience may be simpler because the services of the doctor's office, pharmacy, and hospital are operated under a single organization which can perform all Medicare billing. Nevertheless, [Section 8 of Kaiser's Medicare Advantage Evidence of Coverage](#) describes the very same issues and payment scenarios and ends with the caution: "You may want to call our Member Services Contact Center before you get a vaccination."

Bottom line: Your doctor's office can supply and bill Part B for flu, pneumonia, or hepatitis vaccine.

For other vaccines, have the doctor provide a prescription, if needed, to your pharmacy where the vaccine can be provided, administered and charged to your Part D.

Kaiser subscribers may want to call the Member Services Contact Center for guidance before getting a vaccination.

(Read this newsletter at care-news.org to follow the green web links above.)



Health Connection Line

The Health Connection Line is a new CARE service that has the simple goal of connecting concerned retirees with a volunteer CARE member who has experienced similar health concerns.

Although the internet offers a rich array of health information and resources, sometimes a personal chat with a friend or colleague may be comforting and add a different level of understanding.

Our volunteers have no medical expertise and offer no medical advice but instead are willing to share their personal health experiences and outcomes.

Visit the [Health Connection Line](#) on our website under the **Resources** Menu.

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Contact the board:
www.care-news.org/contacts

Change of Address

Please send your change of address to CARE Treasurer,
Sharon Trethan via [e-mail](#) or
5122 Blackhawk Drive, Danville, CA 94506.

Change of E-mail

Please send your change of e-mail address to CARE Communications Director,
Bill Threlfall via [e-mail](#).

District Retirement Benefits Contacts

Deborah Dobbins 925-485-5505 ddobbins@clpccd.org
Rosalyne Tucker 925-485-5504 rtucker@clpccd.org

Detach and return

C.A.R.E. Dues 2017

Your dues are used in direct support of our newsletter and web site.
No stipends are paid to board members, who volunteer their time and service.
Thank you for your support if you have already paid your 2017 dues!

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(E-mail address required)

AMOUNT ENCLOSED:

\$10 per year or \$100 lifetime membership (Thank you!)

Please cut and mail this form and your check payable to **CARE** to:

CARE c/o Sharon Trethan
5122 Blackhawk Dr.
Danville, CA 94506

CARE Fund Special Projects Grants

Each year, our grant program awards a portion of our charitable CARE Fund earnings to stimulate special projects that help Chabot-Las Positas employees do a better job of serving students, staff, and the colleges. For 2016-2017, CARE awarded more than \$2,500 in grants to 7 great proposals from Chabot and Las Positas colleges:

- Biology Here and There by Veronica Enriquez - \$400
- Learning Connection Marketing Materials by Jane Wolford - \$252
- Increasing Student Access to Graphing Calculators by Nidia Gonzolinajec - \$575
- DegreeWorks In-office Display by Michael Schwarz - \$380
- Upgrading Winery Sanitation Tools by David Everett - \$350
- Updated USGS Topo Map Collection by Carol Edson - \$613
- Interactive Learning Tools & Aids by Erick Bell - \$205

The CARE Fund, which underwrites these grants, is supported by the generous donations of CARE members. Contributions are fully tax-deductible under federal and California law. The Foundation for Chabot-Las Positas Community College District, Inc. is a tax-exempt 501(c)(3) charitable organization. (EIN: 237074515) Please contribute to the CARE Fund:

CARE Fund Contribution: \$35; \$75; \$100; Other: _____ (Thank you!)

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www.care-news.org/support

Please make check payable to **Chabot-LPC Foundation**.

In the "For:" or "Memo" section in the lower left, write in **CARE FUND**.

Mail to: Sharon Trethan, CARE Fund Manager, 5122 Blackhawk Drive, Danville, CA 94506

Chabot College

25555 Hesperian Blvd.

Hayward, CA 94545

President's Office