




CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
Office of Human Resource Services
Retiree Medical Benefits: Letter from Susan Cota



CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT

MEMORANDUM

TO: Charlotte Lofft and Mark Smyth

FROM: Susan A. Cota 

DATE: January 19, 2007

RE: Health Benefits

As you know, the new contracts negotiated between the District and Faculty Association and SEIU provides that employees absorb some of the District's spiraling health care costs through a small co-pay covering office visits and prescriptions drugs. I am writing to explain what the District has concluded regarding the issue of whether and how this change in coverage will affect retiree benefits.

After consultation with legal counsel, and a careful review of an actuarial analysis of our future costs, we have determined not to apply the new co-pay for office visits and prescription drugs to the following:

- faculty/management employees hired before April 1, 1986;
- classified employees hired before July 1, 1984;
- confidential/supervisory employees hired before October 1, 1984;
- any employee, regardless of their hire date, who retired prior to January 1, 1998 (we are including employees who retired prior to this date because the operative contract language up to that time guaranteed a fixed rather than a fluctuating retiree benefit).

For active staff who fall into one of the above categories this means that although you will be subject to the increased co-pay for office visits and prescription drugs while you remain an active employee of the District, you will not be subject to the increases upon retirement. Rather, once you retire you will receive the coverage provided under the prior (2002-2005) contract.

Thank you for your patience as we carefully reviewed this sensitive issue. I would appreciate it if you would share this information with your constituent groups. Please feel free to contact me if you need clarification.

SAC:bb

Reference: Article 20B, 20C - Faculty Collective Bargaining Agreement