

Board Policy Issue Resolved Retiree Medical Benefits Preserved

February 22, 2017

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 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 resolves all the concerns presented by CARE in March of 2016.

Here is a brief summary of the key changes:

Flawed Policy adopted August 18, 2015	Policy as revised February 21, 2017
Health benefits only 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 own expense.	Benefits provided as specified in the collective bargaining agreements: Depending on hire date: <ol style="list-style-type: none"> 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 not 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 by the Trustees August 18, 2015.
- ▶ View [revisions to BP7380](#) adopted February 21, 2017.
- ▶ View [clean copy of BP7380](#) as revised February 21, 2017.