



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



Chabot-Las Positas Faculty Association

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February 5, 2007

TO: Full Time Faculty
FROM: Charlotte Lofft, CLPFA President
RE: District Provided Retiree Health Care Coverage

Dear Colleagues:

The attached letter from Chancellor Cota summarizes the decision of the District with respect to retiree health care coverage for full time faculty. The Faculty Association, on the advice of our legal counsel, agrees with this decision.

Retiree medical benefits were provided by Board of Trustee action before the inception of collective bargaining in this district; they were included in our Contract from its inception in the late 1970s. They were dropped from the Contract as of April 1, 1986 when Medicare became effective for newly hired faculty, and any full time person hired after that date had no district provided retiree health benefit. Medicare was expected to provide for these faculty. Effective January 1, 1998 the FA and District brought back district provided retiree medical coverage in the form of a "Medicare Supplement" for full time faculty hired after April 1, 1986. So, we have had a long standing system of two different groups: faculty hired before and after April 1, 1986. These two groups have always had a different type and level of retiree health benefit.

The following summarizes the district provided retiree health care coverage for current full time faculty:

1. If you were hired **BEFORE** April 1, 1986 you will receive the existing types of health care coverage currently available to active staff when you retire. These Kaiser and Blue Cross California Care plans do not have a co-pay for office visits and have a minimum co-pay for prescription drugs. The Blue Cross Prudent Buyer plan has always had some co-pays. (NOTE: You may have Medicare if you are in this group even though you didn't pay into it at Chabot. If so, then the District will pay the difference between Medicare coverage and the existing types of health care plans at the plan level of your choice: Kaiser, California Care, Blue Cross Prudent Buyer. Your District-provided Medicare supplement would not be exactly the same as the existing plans for active staff, but it would be close.)

You will be required to participate in the newly negotiated plans while you are an active staff member. As you know, the newly negotiated plans have a \$5 co-pay for doctor's visits and a higher co-pay for non-generic prescription drugs, effective July 1, 2007.

2. If you were hired **AFTER** April 1, 1986 you will, upon retirement, receive a comparable level of coverage as that provided to the active staff. The coverage will not be exactly the same as that for the active staff, since you will be getting Medicare coverage. The district will provide a "Medicare Supplement", which is intended to bring you close to the level of coverage provided the active staff. The Medicare Supplement will be at the level of an HMO only. That means that your level of health care coverage upon retirement will fluctuate if the FA and the District negotiate other plans for active staff. This is consistent with the contract language of Article 20C which was negotiated in 1997 for effective implementation January 1, 1998. This language in Article 20C was a significant improvement for active staff hired after April 1, 1986 since it provided for District health care coverage upon retirement at a time when it didn't exist.

Please contact me if you have any questions.

Yours truly, *Charlotte*

Charlotte Lofft

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

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