

Clyde T. Allen
President, CARE
1463 Indian Head Circle
Clayton, CA 94517-1239



September 21, 1997

Mr. Ron Kong, Chancellor
Chabot-Las Positas CCD
7011 Koll CTR PKWY STE 200
Pleasanton, CA 94566

Re: Retiree benefits

Dear Ron:

In your letter of March 17, you suggested that I knew that retiree benefits were subject to negotiations which were being carried on with the current faculty and staff organizations. To tell the truth, I did not know that. Which is to say, I had no first-hand information. I thought it necessary to research the issue and I enlisted the aid of a highly respected and retired member of the administrative staff.

I want to emphasize my (and CARE'S) understanding that changes to the benefits offered or not offered to retirees are **not** subject to negotiation, contrary to your assertion. Under **Anaheim UHSD, No. 177(1981), 52CPER.64**, the benefits for retirees are specifically listed as a subject outside the scope of bargaining. Hence if any changes were to be made in the current benefits made available to retirees, this would be a matter for action by the Board of Trustees but outside the collective bargaining process.

Of course, we understand that retirement benefits for currently active employees are well within the scope of collective bargaining.

I would appreciate your reply indicating that you are in agreement with our group on the matter of retiree benefits being outside the scope of collective bargaining, since this is a matter of considerable importance.

Sincerely,

Clyde T. Allen