

A Message to CSEA Unit Members from Your Chapter 33 Negotiating Team
December 15, 2015

We're writing to let you know about a dispute our union has with SMCCCD over medical benefits. The District has made changes to retiree medical benefits without bargaining those changes with CSEA, and we believe this change is unlawful. We want you to know we're fighting for access to affordable medical coverage for all of our members – for current employees, for current retirees, and for those of us who retire from the District in the future.

- Under the CSEA contract, our unit members who retire from the District after 10 or 20 years of service (depending on hire date) and meet an age requirement receive lifetime medical coverage from the District. This benefit for our members was won at the bargaining table by past CSEA negotiating teams.
- Since the late 1980s, when the District contracted with CalPERS Health Plan for its employees' medical coverage, CalPERS began charging the District a monthly amount for each employee called the "employer share," with the amount set by CalPERS regulations. At that time, the District and CSEA agreed to allow employees with 5 years or more of service to have this "employer share" applied toward their retiree medical coverage. Since then, this contribution has been referred to in Article 9 of the CSEA contract and in the District's handbook on retiree benefits.
- In June of this year, District Administration asked the Board of Trustees to end the "employer share" contribution for employees who don't meet the threshold of 10 or 20 years of service. But the District failed to first negotiate this change with CSEA. Now the District is refusing to continue this medical benefit we negotiated for this group of retirees more than 25 years ago, and has sent letters telling these retirees that on January 1 it will cut off the more than \$700 per month that it pays toward their retiree medical benefits coverage.
- CSEA has filed an Unfair Labor Practice Charge with the state labor board (the Public Employment Relations Board, or PERB), because we believe that the District is violating state labor law by unilaterally taking away this benefit. We believe the District has a legal obligation to bargain with CSEA before making this change to the terms of our members' employment.

The District can continue making the payments to retirees' medical benefits that it negotiated with CSEA 25 years ago – and we believe it is legally obligated to keep making the payments. ALL CSEA members – those of us currently working for the District, and those of us who have retired after years of service – need to stand together to hold the District accountable. Please stay tuned for more about what YOU can do to defend affordable health care for all of our members.

CSEA Chapter 33 Negotiating Team

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