



NEGOTIATIONS UPDATE!!!

Our current out-of-pocket fringe benefit cost share is locked in at 4% (employee), 6% (employee +1), and 8% (family) of the 2014-15 premium rates. This is due to threshold language previously negotiated by the parties that maintains the 2014-15 premium rates as long as the actual unrestricted general fund ending fund balance is equal to or greater than 20% of the total expenditures. Since the District budget has continued to meet this threshold language, the District has picked up 100% of the cost in medical premium increases since 2014-15 and our out-of-pocket costs have remained the same.

During bargaining on April 12, 2017, the District proposed removing the threshold language thereby increasing our current out-of-pocket fringe benefit cost share to 4% (employee), 6% (employee +1), and 8% (family) of the current premium rates. It is important to note that assuming medical premiums increase, out-of-pocket costs would continue to increase as well.

Under the current medical premium rates, faculty would experience an increase in out-of-pocket costs as follows:

Medical Insurance Plan	Tier	Total Annual Premium	Current Annual Employee Out of Pocket Cost	Proposed Annual Employee Out of Pocket Cost	Annual \$ Difference
Anthem Blue Cross PPO	Employee	\$15,949.92	\$496.60	\$638.00	\$141.40
	Employee+1	\$26,877.84	\$1,255.20	\$1,612.67	\$357.47
	Family	\$28,896.84	\$1,799.30	\$2,311.75	\$512.45
Anthem Blue Cross HMO	Employee	\$7,572.84	\$273.30	\$302.91	\$29.61
	Employee+1	\$15,145.56	\$819.90	\$908.73	\$88.83
	Family	\$21,581.88	\$1,557.80	\$1,726.55	\$168.75
Kaiser HMO	Employee	\$6,674.88	\$260.90	\$267.00	\$6.10
	Employee+1	\$13,349.76	\$782.70	\$800.99	\$18.29
	Family	\$18,889.92	\$1,476.60	\$1,511.19	\$34.59

- Any increase in medical premium costs would come at the expense of any salary increase, essentially resulting in a loss of pay. 90% of faculty who responded to the LBCCFEA College Day Survey stated that it is important or very important to maintain our current level of health benefits.
- More than 50% of our faculty are enrolled in the Anthem PPO plan, the plan most affected by the increase.
- Our current health benefit package keeps us competitive with comparable local colleges.
- At best, amongst our most highly educated senior faculty, we rank #9 (out of 12 in relation to our comparable local community colleges as stated in our LBCCFEA Contract). At worst, our most highly educated senior faculty rank #11(out of 12).

How do I support our Negotiations Team? LBCCFEA needs you to do the following:

1. Attend the Tuesday, April 25th Board of Trustees meeting at 5 pm, LAC T-1100. Wear your red **Educating Our Future T-shirt** and make and hold a sign that reads **No PAY CUT! FAIR FACULTY CONTRACT NOW!**
2. Email the Board of Trustees by Wednesday, April 26th to inform them that you object to the District’s proposal for us to pay more into our health premiums:

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Jeff Kellogg: jkellogg@lbcc.edu

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Thank you for supporting your LBCCFEA!!!