Solano Community College
Classified Staff, Chapter #211
2011 - 2014 CONTRACT

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Revised: June 2, 2004
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Revised: May 2, 2012

4000 Suisun Valley Road
Fairfield, California 94534-3197
Executive Board and Negotiations Team
2011-14

Executive Board/Negotiations Team
Debbie Luttrel-Williams (x-4477)
President/Chair of Negotiations

Galen Tom (x-4627)
1st Vice President

Laurie Cheatham (x-7823)
2nd Vice President

Donna Luttrel-Williams (x-4414)
Chief Union Steward

April Takahashi (x-4329)
Treasurer

Tina Abbate (x-7157)
Secretary

John Siefert (x-4627)
Communications Officer

Equity and Inclusion Advisory Council
Donna Luttrel-Williams (x-4414)

FABPAC
Galen Tom (x-4627)
Sabrina Drake, Alternate (x-4639)
Cynthia Simon, Alternate (x-4446)

Calendar
Debbie Luttrel-Williams (x-4477)

Fitness/Wellness
Vacant

Food Service
Juan Valenzuela (x-4570)

Professional Growth
Lisa Hiner (x-7284)

Safety
Lisa Raquel (x-4615)

Shared Governance
Debbie Luttrel-Williams (x-4477)
Vacant – 1st Alternate
Cynthia Simon – 2nd Alternate (x-4446)

Staff Development/Flex Cal
Vacant

Scholarship
Vacant

Appointments
Political Action Rep – Jenny Gonzalez, x-4586
Retirement Rep – Tricia Meyer, x-7197
Webmaster – Galen Tom, x-4627
Chief Negotiator – Vacant
Parliamentarian – Lisa Raquel, x-4615

CSEA Labor Relations Representative
Rob Norman, 925-288-1161

Revised 5-2-12
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ARTICLE XI

HEALTH AND WELFARE BENEFITS

11.1 Employee and Dependent Insurance Coverage: Employees working 20 hours or more per week will be able to participate in the CalPERS Health Benefits Program effective July 1, 2012. The District agrees to contribute annually the maximum of the CalPERS Blue Shield Access + HMO premiums (Bay Area Group) for employees working 40 hours per week based on the employee, employee plus one eligible dependent or employee plus two or more eligible dependents. Employees working less than 40 but at least 20 hours per week will receive prorated medical benefits. For employees working at least 20 hours per week, the District will pay the full cost of dental and vision for employees and eligible dependents. (Adopted 5/2/12)

11.1.1 Dental insurance as provided in Appendix E by reference.

11.1.2 Vision care insurance as provided in Appendix C for reference. (Adopted 5/2/12)

11.2 Retired Employees: Employees who retire with ten (10) or more years of service to the District as defined in 11.1 shall have the opportunity of one of the district-paid retirement options listed below. The benefits listed below will be prorated for those retiring employees working less than full-time. Effective July 1, 2012, new retirees will receive the same health plan and welfare benefits as active employees with the exception of the dental plan. The option chosen at the time of retirement is irrevocable. (Adopted 5/2/12)

11.4.1 Ten (10) years of medical for employee and spouse and vision for employee based on the CalPERS Blue Shield Access + HMO (Bay Area Group) two-party maximum. (Adopted 5/2/12)

11.4.2 Eight (8) years of medical for employee and spouse based on the CalPERS Blue Shield Access + HMO (Bay Area Group) two-party maximum at the time of retirement, eight (8) years of dental for employee and spouse (annual maximum of $1500 and no orthodontia coverage, adopted 4/17/02) and eight (8) years of vision for employee and spouse

11.4.3 Five (5) years of medical based on the CalPERS Blue Shield Access + HMO (Bay Area Group) two party maximum, dental, and vision for employee and spouse and $10,000 payable to the employee in the 6th and 7th years in $5,000 installments (at the end of each fiscal year).
11.4.4 No health and welfare benefits provided but will receive $20,000 in the 1st through 4th years in $5,000 installments (at the end of each fiscal year).

11.4.5 Retired employees and their spouses who are (1) not eligible for District-paid benefits or (2) have exhausted District-paid retirement benefits may continue to participate in District health and welfare benefits at the retiree's expense subject to CalPERS regulations. (Adopted 5/2/12)

11.4.6 Spouses of deceased retired employees will continue to receive the District-paid health & welfare benefit(s) selected by the employee at the time of retirement for any remaining months or years available in that selection subject to CalPERS regulations. (Adopted 5/2/12)

11.5 **Continuation - Disability:** The District agrees to continue payments for all benefits programs provided to employees working at least 20 hours per week of this Article during the absence of any employee in the bargaining unit who is on paid disability leave. If extended unpaid disability leave is granted, the employee at his/her option may continue payment for all health and welfare programs provided subject to the eligibility criteria of the CalPERS Health Benefits Plan and the Joint Powers Authorities (JPA), if any. (Adopted 5/2/12)

11.7 **Voluntary Eligibility Reduction of Health Insurance Coverage:** An employee who has dual coverage for medical health insurance, may convert the District's medical insurance contribution to a $1500 (or employee's pro rata share thereof) District paid IRC 409(b)(7) Mutual Fund Custodial Account or any other tax-sheltered annuity plan of their choice.

11.7.1 The employee must submit a medical benefit waiver request to the District to determine eligibility. Eligibility is satisfied upon submission of the request and proof of dual coverage.

11.7.2 Each employee shall have the option of enrolling or disenrolling in the TSA program each year at the time of open enrollment. To receive retirement medical benefits, the employee must make this change during the open-enrollment period prior to the date of retirement.

11.8 **IRS Section 125:** The District and CSEA will participate to implementing Internal Revenue Code Section 125. The three plans for implementation are the premium conversion, dependent care, and medical reimbursement. The adopted Section 125 Plan will consist of the following criteria:
11.8.1 Employee will pay the monthly administrative costs.

11.8.2 Limit of $2400 for medical reimbursements, provided the third-party administrator assumes all liability up to $2400 on medical reimbursement.

11.8.3 Implementation: Based on a calendar year.

11.8.4 Regular, permanent employees may enroll in all sections of the Plan as soon as possible.

11.8.5 A probationary employee may enroll in premium conversation and dependent care, as soon as possible, after the Board adopted hire date.

11.8.6 A probationary employee is eligible for the medical reimbursement (at the next open enrollment period) once the employee has satisfactorily completed the probationary period.
CSEA and the District agree to close Article 9, Pay and Allowances...the potential to reopen in November 2012 after the general election.

In addition, the CSEA and District agree to the following:

A. If the November election is not successful and as a result the District incurs financial constraints, CSEA will negotiate that impact with the District.

B. If the November election is successful and the District has the opportunity to provide salary increases for other constituent groups, the CSEA and the District will negotiate to receive their proportionate share.

C. There will not be any furlough days or layoffs from July 1, 2012 through June 30, 2013.

D. Three employees currently working less than 20 hours per week will have their work week adjusted to 20 hours per week effective July 1, 2012.

E. Health and Welfare Benefits changes per attached agreement.

Deb Hutted-Wilkins
Association

4/4/2012
Date

Bob Lawren
Association

4/4/12
Date

District

04/04/12
Date