TENTATIVE AGREEMENT BETWEEN
LONG BEACH COMMUNITY COLLEGE DISTRICT
AND
COMMUNITY COLLEGE ASSOCIATION – LONG BEACH CITY COLLEGE
APRIL 4, 2008

ARTICLE VII
FRINGE BENEFITS

A. Medical Insurance

1. The District shall provide health insurance for all faculty members and qualified dependents at, at a level of coverage which is at least equal to coverage effective July 1, 1993.

2. All faculty members hired after 10/1/93 will be offered the California Care and Kaiser plans and Blue Cross PPO Plan.

3. Effective July 1, 2008, the parties agree to a modification to the manner in which faculty members in the Blue Cross PPO plan receive prescription drugs which carves out the prescription drugs from the regular medical plan.

Faculty in the Blue Cross PPO plan receiving generic formulary drugs will be charged a co-pay of $5.00. Faculty receiving brand name formulary drugs will be charged a co-pay of $10.00. Faculty receiving brand name non-formulary drugs will be charged a co-pay of $35.00. A mail-order option will be added to the Blue Cross PPO plan in which a three-month supply of prescription drugs may be obtained for $10, $20, or $70 respectively.

4. The District shall consult with CCA-LBCC should it be necessary to make any change in health insurance carriers.

5. Effective July 1, 2008, the District agrees to contract with the Blue Cross PPO plan to increase the lifetime medical cap per employee from two million dollars ($2,000,000) to five million dollars ($5,000,000).

B. Dental Insurance

1. The District shall provide dental insurance for all faculty members and qualified dependents, at a level of coverage which is at least equal to coverage effective July 1, 1993.
2. The District shall consult with CCA-LBCC should it be necessary to make any change in dental insurance carriers.

C. Vision Insurance

1. The District shall provide vision insurance for all faculty members and qualified dependents, at a level of coverage which is at least equal to coverage effective July 1, 1993.

2. The District shall consult with CCA-LBCC should it be necessary to make any change in vision insurance carriers.

D. Contribution Towards Medical, Dental, Mental Health and Vision Insurance

1. Active Employees

Effective July 1, 2008, faculty members shall pay the following employee contributions towards their medical, dental, mental health and vision insurance coverage: a) Single Party – the dollar amount which is equivalent to three percent (3%) of the District’s cost of the benefits on July 1, 2008; b) Employee plus 1 – the dollar amount which is equivalent to five percent (5%) of the District’s cost of the benefits on July 1, 2008 and c) Employee plus two or more dependents - the dollar amount which is equivalent to seven percent (7%) of the District’s cost of the benefits on July 1, 2008.

2. Retirees

In accordance with Article XIV(C) of this Agreement, faculty members who retire from the District under STRS or PERS with fifteen (15) or more years of service (i.e., they started in the employ of the District on or before June 30, 1993) qualify for District paid hospital/medical insurance. The parties agree that once they retire and start receiving retiree medical benefits, those faculty members will not be required to make the contributions described in the previous paragraph towards Medical Insurance. All other faculty, i.e., any faculty member hired on or after July 1, 1993, shall be required to make the agreed upon contribution (the dollar amount which is equivalent to three, five and seven percent of the District’s cost of the benefits as of July 1, 2008) towards their Medical Insurance only upon retirement. These contributions do not apply to faculty who are retired as June 30, 2008.

E. Life Insurance

1. The District shall provide a $100,000.00 life insurance plan for all faculty members, at District cost.
2. The District shall consult with CCA-LBCC should it be necessary to make any change in life insurance carriers.

F. The District shall extend Managed Health Network coverage provided to employees enrolled in the Blue Cross plan, to all employees in the California Care and Kaiser plans.

G. Continuation of Fringe Benefits

If, after fifteen (15) years of service, a faculty member dies while currently employed, the District shall, commencing with the date of the faculty member’s death or the beginning of his/her unpaid disability leave, provide the benefits to the surviving spouse or domestic partner (that meets District eligibility) on the same basis as those provided in Article XIV.C. Application for such benefits must be made within 30 (thirty) days of the faculty member’s death and shall be governed by the eligibility criteria of the insurance carrier, provided that the surviving spouse or domestic partner was eligible for coverage under the original provision of the affected insurance plan.

H. Wellness Program

The District and the Association agree conceptually to the value of an in-house Wellness Program.

I. Liability Insurance

The District shall provide self-insurance or a policy of liability insurance, pursuant to Education Code Section 72506, which shall cover faculty members within the course and scope of their assignment (including medical malpractice) subject to the provisions of the California Government Code.

J. Personal Enrichment Courses

Subject to the approval of the instructor, faculty members shall be permitted to attend courses, on a space available basis, for personal growth and enrichment. These courses shall not count toward advancement on the salary schedule.

K. Section 125 Flexible Benefit Plan

The District shall offer an optional IRS Section 125 Flexible Benefit Plan to all faculty members.
ARTICLE XII

SALARY

J. Compensation

Retroactive to January 1, 2008, all of the salary schedules set forth in Appendix C shall be increased by four and eight/tenths percent (4.8%) across the board.

Effective July 1, 2008, all of the salary schedules set forth in Appendix C shall be increased further by one percent (1%) across the board. The one percent (1%) salary increase is being provided by the District to offset the cost of the employee benefit contributions as provided for in Article VII.

Notwithstanding the provision of a one percent (1%) salary increase as described above, the parties agree to commence negotiations on the subject of compensation for the 2008-2009 academic year after the 2008-2009 State budget is finalized.
WITHDRAWN PROPOSAL – Department Chair Evaluations
Concepts for Compressed Calendar

Rather than making a formal proposal, the District proposes to negotiate regarding the change in working conditions which will be impacted by the Compressed Calendar implicates. This includes, but is not at all limited to the following:

1. 16 week academic calendar – dates of Fall and Spring, semesters and Summer sessions, Winter Intersession (length) – Calendar Committee involvement
2. Task Force involvement in logistical components
3. Winter Intersession Compensation
4. Increase in Student Contact Hours depending on teaching units per class
5. Chancellor’s office Approval
6. Date of commencement – Implementation Date
7. Number of Flex Days

The parties also agree to re-open on Distance Learning upon completion of the Distance Learning Task force Study.

The parties understand and agree that this tentative agreement is subject to approval by CCA membership after a ratification vote and approval of the Board of Trustees of the Long Beach Community College District

FOR THE LONG BEACH COMMUNITY COLLEGE DISTRICT

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