

6/2/16

T.A.
4:35pm

**TENTATIVE AGREEMENT
BETWEEN THE
COAST COMMUNITY COLLEGE DISTRICT
AND THE
COAST FEDERATION OF CLASSIFIED EMPLOYEES, LOCAL 4794**

June 2, 2016

To preface this tentative agreement, the District and the Federation acknowledge that the fiscal conditions for the Coast Community Colleges remain uncertain into the future. To that end, the Federation recognizes that the District has a date certain of July 1, 2016 with which to make a final determination as to benefit changes for 2016-2017. Therefore, and in a show of good faith between the parties, the parties have reached a tentative agreement as to Section 2 of Article 20 (only).

This tentative agreement will make permanent, the recommendations brought forward by the District's Benefit Committee, in an effort begin to control current and future benefits costs. The parties further agree that the net cost savings associated with the changes in the benefits structure shall be returned to the Federation Unit Members in the form of either 1) a salary increase; or 2) to assist in funding the implementation of the Class and Compensation Study. The cost savings associated with the benefits changes are approximately \$500,000.

20.2 List of Benefits.

Note: This article does not thoroughly describe the entire benefits package Classified employees should refer to their insurance booklet for detailed coverage information.

During the duration of this Agreement, the District shall make available a benefits program consisting of the following:

A. Medical Coverage.

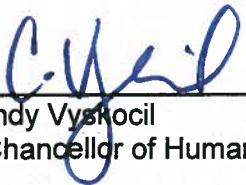
1. Self-funded Plan (PPO).

(SEE ATTACHED WHICH NOW INCLUDES PREVENTIVE CARE/WELLNESS)

2. Self-funded Plan Deductible (PPO). **(SEE ATTACHED)**

3. Medical Plan Handbook. A general description of all benefits shall be made available to all employees by the District. The master document will be on file in the Federation office as well as the District Benefits office.
4. Health Maintenance Organization (HMO). A Health Maintenance Organization (HMO) option will be available to eligible employees.

Coast Community College District



Dr. Cindy Vyskocil
Vice Chancellor of Human Resources



Crystal Crane, District Director, HR

**Coast Federation of Classified Employees
Local (CFCE)**



Ann Nicholson, President



Connie Marten, Chief Negotiator