

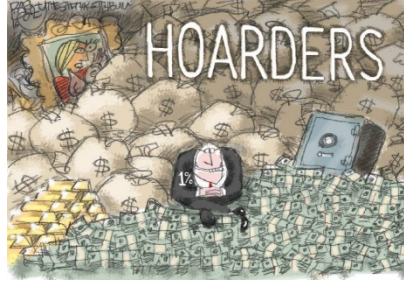


Blood Boilers

Presented by AFT 6554



West Valley Mission Faculty--District Health Benefits Negotiation Story



West Valley Mission District Reserves = 41%

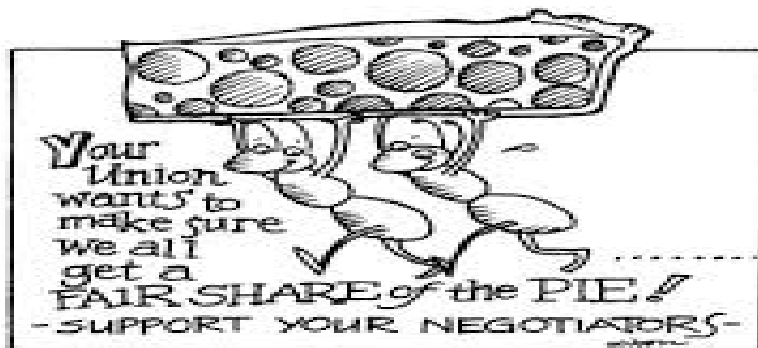
Current Health Benefits for 437 Part Time Faculty: \$30,000 semester/eligible members who apply, up to \$1000 per member. As more part-time faculty apply, less is available. Currently part-time faculty who have applied are receiving approximately \$600.

- Current Union proposal: \$200,000 per semester, up to \$2000 per part time faculty.
- District last, best, final offer: \$40,000, \$1000 per part time faculty.

Current benefits cap for 287 Full Time Faculty: \$18,050. Faculty premium deduction per month: \$250, Kaiser, \$600 Blue Shield

- Current Union proposal: Current plan, move to tiered rates; District should lift cap and share cost increases: 90% district portion, 10% employee portion.
- District last, best, final offer: PERS tiered rates with higher deductibles, maintain cap for individual, couples, family.

Bottom Line: The District is offering a paltry \$10,000 per semester more for part time faculty, and expects full time faculty to move to higher deductible CalPERS plans, while maintaining a cap at a time when the reserves are growing exponentially.



What can you do?

Attend Fact Finding on Monday morning, March 20th (location TBD).

For more information, visit aceunion.org

Data gathered from the above community college's websites, the Association of California Community College Administrators, and the California Federation of Teachers