

LOUD and CLEAR

Your connection to faculty contract action alerts



**HEALTH
BENEFITS
UPDATE**

What's Happening with the HRA and Coverage for Adjuncts?

As negotiations on our Collective Bargaining Agreement continue, other important talks are taking place with the District on health benefits for full-time and part-time faculty.

Last December, a very popular benefit, the annual \$1500 Health Reimbursement Account (HRA), was suspended by the District based on an assumption that a so-called "Cadillac Tax" would take effect. Though that never happened, the benefit -- which reimburses full-time District employees for out-of-pocket health care expenses -- was not reinstated.

The Guild, joined by our sister unions, protested to the Board of Trustees, who finally agreed to negotiate the matter.

Those discussions are conducted separately from our collective

bargaining sessions and take place in the Joint Labor Management Benefits Committee Labor Caucus representing faculty, classified staff, custodians, deans, building trades and managers.

Here's the important news:

- The District has agreed to collect and present data detailing specific cost estimates on reinstating the HRA.
- The JLMBC Labor Caucus will advance the proposal to significantly increase the District's medical premium contribution for qualifying adjunct faculty.

Although the District Master Benefits Agreement and our Collective Bargaining Agreement

are structured differently, the goals of the Guild are consistent:

Ensure a strong voice for all faculty, improve working conditions, protect wages and benefits and make positive gains for adjuncts.

Your Guild bargaining team is guided by this commitment every step of the way.

