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To: [Classified Staff](#)
Subject: Negotiations Update - Fee Structure - Other Information
Date: Wednesday, June 27, 2012 4:25:04 PM
Importance: High

Negotiations update:

Your Negotiations Team will be meeting again on Friday, July 13th, to prepare for our next negotiations session with the District on Wednesday July 18th. At this next session we will be talking about several articles which include, but are not limited to, Grievances, Union Rights and Agreement Conditions.

The Negotiation Team has also been working diligently on analyzing information that was requested from the District in order to make thoughtful and fair counterproposal's to the compensation articles.

To keep everyone up to date on the Districts current compensation proposals, they are outlined below:

- **Salary:** The District has proposed that all classified staff take what amounts to a 10% reduction in salary if the projected allocation for the college falls 88,893,552.
- **Benefits:** The District has proposed that the District contribution to our Benefits be capped at the rate paid by the District in January of 2012. The effect this would have on us, the employee, is that if the cost of benefits rises above the 2012 level we will be responsible for paying the difference in cost between the current cost of benefits and the cost as of January 2012. this cost to all classified employees would rise each year as the cost of benefits rises. The tentative budget put together by the District has the cost of benefits rising at 10% per year. Based on the information provided to the CCE from the District and the budget, if the cost of benefits went up 10% per year the cost to the employee would be:

FIRST YEAR

	PPO Plan		Kaiser Plan	
	Per Month	Per Year	Per Month	Per Year
Employee Only	92.89	1138.68	47.32	567.84
Employee + 1 Dependent	144.68	1736.16	94.63	1135.56
Employee + 2 or more Dependents	231.11	2773.32	133.90	1606.80

SECOND YEAR

	PPO Plan		Kaiser Plan	
	Per Month	Per Year	Per Month	Per Year
Employee Only	195.07	2340.84	99.37	1192.44
Employee + 1 Dependent	304.10	3649.20	198.72	2384.64
Employee + 2 or more Dependents	485.33	5823.96	281.19	3374.28

THIRD YEAR

	PPO Plan		Kaiser Plan	
	Per Month	Per Year	Per Month	Per Year
Employee Only	307.47	3689.64	156.63	1879.56
Employee + 1 Dependent	479.19	5750.28	313.22	3758.64
Employee + 2 or more Dependents	764.97	9179.64	443.21	5318.52

Please keep in mind that these are the District’s proposals and there is **still negotiating** left to be done on these articles. The CCE is working diligently on behalf of the classified staff unit.

We have become aware that there is a petition circulating to try to get a vote to rescind the fair share (i.e. agency fees) that the union just put into place. Our membership overwhelming feels it is fair that everyone share in cost of negotiating a good contract and strong representation. Please make sure that you do your homework on anything that you are asked to sign. Please know that if you have any questions regarding the fees and how they are being implemented, we invite you to contact your Union reps before making any decisions.

Members and Fair Share (i.e. Agency or Non-Members) Fee Payers will have identical fee structures. As of July 1, 2012 the fee structure is:

Greater than or Equal to .5 FTE	Affiliate Fee is \$30.42 and the Local Fee is ½% of your monthly gross salary (excluding stipends)
Less than .5 FTE	Affiliate Fee is \$16.07 and the Local Fee is ½% of your monthly gross salary (excluding stipends)

If you want to know an **estimate of your fees** please go to our website <http://www.palomarcceaft.org/> and click on the link “**Click here to calculate your fees**”. You will need to enter your monthly gross salary (excluding stipends).

It is imperative for everyone in the classified unit to be informed and to take action – Join the union if you haven’t already! We have had over 40 employees join the union. That takes our numbers well above the 50% mark. There is power in numbers. The more union members we have; the more power we have in negotiations. The negotiations team will continue to work hard and negotiate in good faith for the benefit of all classified employees.

Also, please check out CCE and PFF's collaborate efforts “Joint Union Staff Teachers Investigating Common Equity” aka: Justice Team 6, here is a link to the article: <http://wp.me/p2cdzP-2j> and were updates will be posted.

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