

Address to Board of Trustees from Loran J. Walsh, MPCEA Chapter President

Good Afternoon Board Members,

26 June 2013

Today I am sharing with you a copy of an employee's medical statement. This statement demonstrates that even with our insurance employees must still pay in for medical bills. This employee shows that she had to pay \$404.00 before surgery and still must pay \$788.48 out-of-pocket and there are still claims out there. This was an unexpected and unbudgeted expense that the employee had to come up with this money. I have heard we are rich in benefits and poor in salary- I think an unexpected \$1000.00 bill and still growing shows we have neither. I am also sharing with the board another employee's statement of medical coverage. I am sharing these statements- so you can see what our employees endure with our insurance coverage.

Also I am sharing with you a salary comparison that was shared with me. We can see the disparities that there are amongst employees.

I attended the last part of our Union Steward training offered by CSEA on Saturday, June 1 2013.

I also was able to attend an Immigration Symposium and Town Hall with SEIU at Hartwell College on Sunday, June 2 2013- with Sam Farr- our Congressman and the Secretary- Treasurer of SEIU; also present were three Hartnell Board Members.

I attended my second Monterey County Central labor Council meeting on Wednesday, June 5 2013- giving MPCEA a further reach into the Central Labor Council and joining labor in a call for action on immigration reform and other labor issues.

It appears our negotiations with the District are ending. The District per our agreement gets to keep our COLA- 1.57% because the district did not reach its cap, that and a change in insurance set a sides the District should meet this year's budget shortfall.

Once again MPCEA is thankful for no layoffs.

As always,

"There is No Class without Classified"



The CSEA mission is: "To improve the lives of our members, students and community."

MEMBER PORTAL

- Member Center
- View My Claims
- View My Eligibility
- View My Benefits
- Member ID Card
- Resource Center
- Contact Delta
- View My Account
- Log Off

Health & Wellness Tools

- Express Scripts
- Mayo Clinic
- Interactive Health Solutions
- My ePHit
- Find an Anthem Provider
- Join us on Facebook
- Follow us on Twitter

View My Claims

Claims Note

To view a participant's claims select them from the Select Participant drop down list below. Once you have done so a summary table will appear that lists their claims. To view details about a particular claim click on the link "Detail" at the beginning of each row in the summary table.

* Negative number indicates void or refund.

** If you disagree with the payment of this claim or have information that could change our decision, please contact Delta Health Systems at (800) 422-6099 within 60 days from the date the claim was processed.

*** Currently only the last two years of claims are available online.

Fax claims to: (209) 474-5407.

Claim Search

Participant ID [REDACTED]

Select Participant [REDACTED]

Select Claim Status All

Select Date of Service Year 2013 or

Select Paid Year Select

Claim Number	Date Of Service	Provider Name	\$ Billed	Plan Pays	Patient Pays	Status
[REDACTED]	03/13/2013	COMMUNITY HOSPITAL OF THE	424.00	\$ 362.77	\$ 0.00	Processed
[REDACTED]	03/11/2013	COMMUNITY HOSPITAL OF THE	224.00	\$ 182.08	\$ 9.58	Processed
[REDACTED]	03/11/2013	MONTEREY PENINSULA SURGER	8625.00		\$ 0.00	Received
[REDACTED]	03/11/2013	[REDACTED] MD	1284.00	\$ 285.36	\$ 265.02	Processed
[REDACTED]	03/11/2013	[REDACTED] MD	990.00	\$ 444.60	\$ 23.40	Processed
[REDACTED]	02/20/2013	[REDACTED] MD	280.00	\$ 82.27	\$ 29.33	Processed
[REDACTED]	02/01/2013	QUEST DIAGNOSTIC BILLING	86.25	\$ 36.24	\$ 0.00	Processed
[REDACTED]	02/01/2013	[REDACTED] MD	555.00	\$ 263.89	\$ 28.15	Processed
[REDACTED]	01/15/2013	HUNTER LABORATORIES INC	58.00		\$ 0.00	Received
[REDACTED]	01/19/2013	HUNTER LABORATORIES INC	1228.00		\$ 0.00	Received
[REDACTED]	01/15/2013	HUNTER LABORATORIES INC	58.00		\$ 0.00	Received
[REDACTED]	01/15/2013	HUNTER LABORATORIES INC	1228.00		\$ 0.00	Received
[REDACTED]	01/04/2013	[REDACTED] MD	210.00	\$ 76.10	\$ 29.00	Processed

Had to pay \$404 out-of-pocket before surgery otherwise I would not have been seen.

Out-of-pocket expenses so far:

Claims still pending:

\$9.58
\$265.02
\$23.40
\$29.33
\$28.15
\$29.00
\$404.00

\$788.48

\$8,625.00
\$58.00
\$1,228.00

\$9,911.00

Services from 1/1/13-4/30/13	Billed Amount	Allowed Amount	Deductible Amount	Co-Pay Amount	Plan Payment at 95%	Patient Responsibility (co-pay, deductible & 5% co-insurance)
Office Visit	\$ 165.00	\$ 102.09	\$ -	\$ 25.00	\$ 73.24	\$ 28.85
Radiology	\$ 658.00	\$ 579.04	\$ 164.32	\$ -	\$ 393.98	\$ 185.06
Diagnostic Services	\$ 1,700.00	\$ 486.36	\$ -	\$ 25.00	\$ 438.29	\$ 48.07
Surgery Center	\$ 3,121.00	\$ 2,013.00	\$ -	\$ -	\$ 1,912.35	\$ 100.65
Anesthesiology	\$ 880.00	\$ 416.00	\$ 85.68	\$ -	\$ 313.80	\$ 102.20
						\$ 464.83
Diagnostic Services	\$ 1,552.00	\$ 1,327.88	\$ 250.00	\$ -	\$ 1,023.99	\$ 303.89
MRI	\$ 3,185.00	\$ 2,725.08	\$ -	\$ -	\$ 2,588.83	\$ 136.25
						\$ 440.14
Office Visit	\$ 85.00	\$ 77.42	\$ -	\$ 25.00	\$ 49.80	\$ 27.62
Specialist	\$ 320.00	\$ 159.45	\$ -	\$ 25.00	\$ 128.78	\$ 31.78
Labs	\$ 253.00	\$ 25.54	\$ 25.54	\$ -	\$ -	\$ 25.54
						\$ 84.94

**Address to the Board of Trustees from Loran J. Walsh
MPCEA Chapter President
June 26 2013**

Please remember that the intent of this salary information sheet is not to attack the faculty, because they bring in the money. It is to show the disparity of salary between the two groups and how changes in the medical benefits will have a real impact on the classified if the classified have to pay more out of pocket.

Salary Information

The average salary for a classified employee is around range 15.5; here are the figures for Range 16

	Monthly	Annually
16	\$3,018-\$3,863	\$36,216-\$46,356

The average salary for faculty members comes out to column IV ½; here are the figures for columns V...

	Monthly	Annually
V	\$5,285-\$8,463	\$58,135-\$93,095

To bring this all into perspective, the average difference in pay between faculty and classified employees

	Monthly	Annually
Classified	\$2,011-\$3,769	\$19,186-\$37,690
Faculty	\$2,267-\$4,600	\$21,919-\$46,739

In summary, the average faculty member makes \$20,000-\$40,000 more per year than your average classified employee, roughly double what classified make.

Please Note: the work year for classified employees is 246 eight-hour days, faculty are only required to work 175.5 days.

	1999-2000	2000-2001	2001-2002	Total Increase 1999-2002
Faculty/Administration	6.46%	9.89%	7.75%	24.10%
3,000.00	3,194	3,510	3,782	\$ 782
4,000.00	4,258	4,680	5,042	\$ 1,042
5,000.00	5,323	5,849	6,303	\$ 1,303
Classified	3.00% *	4.17%	3.87%	11.04%
1,000.00	1,030	1,073	1,114	\$ 114
2,000.00	2,060	2,146	2,229	\$ 229
3,000.00	3,090	3,219	3,343	\$ 343

* 3% was the average increase for classified employees as the salary structure was completely changed

In the 3 year period between 99-00 and 01-02 the faculty and administration received **13.06%** more in salary increases per the approved agreements. The Governing Board at the time refused a request from MPCEA leadership to re-open the contract to address this inequity, even though it was during above average fiscal times.



California
School
Employees
Association

Chapter
245

Monterey
Peninsula
College

980 Fremont Street
Monterey, CA 93940

June 14, 2013

Dr. Walter Tribley Superintendent/President and
The Board Of Trustees
Monterey Peninsula College
980 Fremont Street
Monterey, CA 93940

RE: California School Employees Association Chapter 245 (MPCEA)
2013– 2014 Negotiations

Dear Dr. Tribley and The Board of Trustees,

MPCEA and the District have met seven times over the past six (6) months (January 2013– June 2013)

The MPCEA negotiation team met twelve times by ourselves over the past six months.
(January 2013 - June 2013)

During these meetings with and without the District we discussed the items brought forward in our initial proposals dated November 21, 2012 (MPCEA letter to Dr. Douglas Garrison) and MPC's initial proposal to MPCEA dated December 12, 2012 and brought to the Board in December 2012.

Both the District (Barbara Lee, Steve Ma and Larry Walker) and MPCEA team (Loran Walsh, Stephanie Perkins, Susan Villa and Laura Mock) discussed and addressed the District's proposals:


- Expiration of 2012-2013 wage concession
With discussion between MPCEA negotiation team and the district - the 2012-2013 wage concession (2.02% concession) will expire on June 30, 2013 (Per the tentative agreement dated May 31, 2013). Wages will be restored, furloughs will go away and employees will resume their regular schedules.
- Expiration of the (3) three phase medical plan
Per the tentative agreement dated October 17, 2011, the three phase plan expires on June 30, 2013.
- 2013/2014 budget shortfall means employees 1.57% COLA
Since the district did not meet FTES cap - the (1.57%) COLA will be used to address budget short fall issues in the 2013-2014 budget.

The District Chief Business Officer has decided to use employee health savings to address the budget shortfall for the 2013-2014 budget year. To do this the District will change the amount it has budget for the self insurance plan from the general fund. (As presented at the College Council meeting on June 12, 2013)

Finally per our November 21, 2012 letter we have only agreed to a one-year agreement. All the above issues will be addressed as stated above for the 2013-2014 year.

Thank you for your consideration. Should you have any questions or concerns, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "L Walsh". The signature is fluid and cursive, with the first name "L" being particularly large and stylized.

Loran J. Walsh, President
MPCEA Chapter 245
Monterey Peninsula College

CC: Barbara Lee/Associate Dean of Human Resources
Lena Valdez/CSEA Labor Representative



California
School
Employees
Association

Chapter
245

Monterey
Peninsula
College
980 Fremont Street
Monterey, CA 93940

November 21, 2012

Dr. Douglas Garrison, Superintendent/President and
The Board Of Trustees
Monterey Peninsula College
980 Fremont Street
Monterey, CA 93940

RE: California School Employees Association Chapter 245 (MPCEA)
2013/2014 Negotiations

Dear Dr. Garrison and The Board of Trustees,

Monterey Peninsula College California School Employees Association (MPCEA)—Chapter 245 has decided that the Health & Welfare Cost Containment Committee will be responsible for benefit package solutions.

MPCEA intends to negotiate two items per our prior agreement. The items are: MPCEA will discuss the 2013-14 year budget issues, so that any deficit is spread equally amongst Administration, Faculty and Classified. MPCEA has recognized the influence CSEA has just demonstrated in assisting getting Proposition 30 passed and feel labor and MPCEA now has the guidance and leverage needed to assist us in negotiations. Keeping that in mind MPCEA has an interest in only addressing any budget shortfalls year by year.

MPCEA acknowledges and appreciates the interest-based negotiations method used in the past and wishes to continue the process. By this document, we are respectfully submitting our Negotiations to be placed on the next Board Agenda.

MPCEA proposes that all language, except that which may be affected by any negotiated changes, continue in effect during the life of our Agreement which expires June 2014. Each initial proposal submitted by MPCEA above is of significant “need” or “interest” which requires a solution for our bargaining unit members. These needs and interests will be shared during the bargaining process. Our initial proposal for each topic is presented in general terms rather than specific terms. This successor proposal assumes the parties will develop specific contract language upon general agreement of the issue.

MPCEA Chapter 245 is enthusiastic about working with the District to achieve successful negotiations that benefits the association members and improves the services to the students and community.

Thank you for your consideration. Should you have any questions or concerns, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "L. Walsh". The signature is written in a cursive, flowing style.

Loran J. Walsh, President
MPCEA Chapter 245
Monterey Peninsula College

CC: Barbara Lee/Associate Dean of Human Resources
Lena Valdez/CSEA Labor Representative

Monterey Peninsula College

**Initial Proposal to MPCEA
December 12, 2012**

In recognition of the June 30, 2013 expiration of agreements on wage concessions and the three phase medical plan, as well as ongoing structural budget shortages, the District has an interest in developing a long-term response to continuing budget deficits through equitable total compensation adjustments. Therefore, the District interests include the consideration of Article IV (Pay and Allowances) and Article VII (Health and Welfare Benefits.)

The District has a further interest in utilizing reorganizations and restructuring wherever possible to enable the assignment of district resources to the areas of greatest need.

TENTATIVE AGREEMENT

Between
Monterey Peninsula Community College District
and
California School Employees Association Chapter #245-MPCEA/CSEA

2012/13 ANTICIPATED BUDGET DEFICIT

May 31, 2012

The following Memorandum of Understanding (MOU) reflects the full and complete agreement of the California School Employees Association Chapter #245-MPCEA/CSEA ("MPCEA") and the Monterey Peninsula Community College District ("District") regarding loss of funding caused by anticipated budget deficits for the 2012/13 year. MPCEA and the District have an interest in mitigating the loss of revenue arising from the State budget cuts and in avoiding layoffs.

SALARY ADJUSTMENT:

MPCEA members' compensation shall be decreased by 2.02% for 2012/13 only through furlough hours equal to a 2.02% wage reduction.

1. Furloughs shall equal 2.02% of classified employees' salaries, which is the equivalent of 42 hours for a 40 hours per week, 12 months per year assignment.
2. Furlough time shall be deducted from each employee's payroll on a prorated basis beginning with the July 2012 pay warrant and ending with the June 2013 pay warrant. If employment is severed before the end of the 2012/2013 year, the final paycheck shall reflect reconciliation for actual furlough time taken off with furlough deductions.
3. The number of furlough hours required shall be calculated as follows:

Total hours worked per year x 2.02% = total furlough hours

4. Furlough hours shall be taken as follows:

12 Month, Full-time Employees

March 31, 2013 – April 6, 2013: 40 hours (Spring Break)

December 21, 2012: 2 hours

Less Than 12 Month and/or Part-time Employees

Employees shall choose furlough days from the days designated above, if scheduled to work on those days. If employees are not scheduled to work on those days, furlough time shall be as mutually agreed between the employee and the supervisor.

Extenuating Circumstances

If the District determines (through approval by the supervisor and the area Vice President) that employee(s) is/are required to work during the designated furlough period, furlough days shall be rescheduled through mutual agreement between the employee and the supervisor.

5. All furlough hours shall be taken.
6. No substitutes will be provided for employees utilizing furlough days and/or hours.
7. Furlough time shall be considered hours worked when computing overtime on a weekly basis.
8. Furlough time shall be reported to CalPERS as required.
9. Furlough time off shall not affect the calculations for sick leave, vacation accrual, step advancement or longevity.

10. Furlough time shall be treated as hours worked when an employee is called back or called in to work and the "call back and call in" rules shall apply according to the District/MPCEA collective bargaining agreement.

DISTRICT CONTRIBUTIONS:

- The District shall use one time funds from the self-insurance rate stabilization reserve and medical savings from 2011/12 through 2012/13 to balance the budget for any shortfall in excess of the wage concessions, estimated at \$1,000,000.

RESTORATION:

If District revenues, as defined by the adjusted entitlement revenue, and as determined by the year end audit for 2012/13, increase in an amount equal to or greater than the cost of 0.5% of the total employee salaries (currently approximately \$142,000) MPCEA and the District agree to meet and negotiate regarding restoration.

CHANGING CIRCUMSTANCES:

- If any other employee group is subject to an obligation that is lower than the equivalent of a 2.02% salary concession, then that lower percentage shall also be applied to the classified obligation, thereby reducing the amount of the classified furlough.

DURATION:

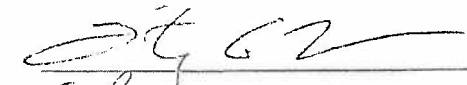
- This agreement for furloughs is effective from July 1, 2012, through June 30, 2013 only.

MPCEA agrees to sunshine its negotiable interests for reopeners at the November, 2012 Board meeting and both parties agree to commence negotiations as soon as practicable thereafter.


This Agreement is made and entered into this 31st day of May, 2012, between the Monterey Peninsula Community College District and California School Employees Association Chapter #245-MPCEA/CSEA, an employee organization.

For District

For MPCEA



James E. Abler
Barbara Lee



M. Walsh

5/31/12

Date

TENTATIVE AGREEMENT

Between

Monterey Peninsula Community College District
and
California School Employees Association Chapter #245 MPCEA

October 17, 2011

Medical Benefits

To offset the increased costs for medical benefits, the parties agree to the following cost containment measures:

Item	Phase 1	Phase 2	Phase 3
Deductible	\$250/Individual In-Network \$500/Individual Out-of-Network	\$350/Individual In-Network \$700/Individual Out-of-Network	\$500/Individual In-Network \$700/Individual Out-of-Network
Co-Insurance	5% In-Network 30% Out-of-Network	15% In-Network 40% Out-of-Network	20% In-Network 40% Out-of-Network
Out of Pocket Maximum	\$2,500 In-Network \$3,500 Out-of-Network	\$3,000 In-Network \$5,000 Out-of-Network	\$3,500 In-Network \$5,000 Out-of-Network
Office Visit Co-Pay	\$25	\$25	\$25
3 Tier Hospital	100% In-Network, Tier 1 90%, In-Network, Tier 2 80% In-Network, Tier 3 80% Out-of Network	100% In-Network, Tier 1 90%, In-Network, Tier 2 70% In-Network, Tier 3 70% Out-of Network	90% In-Network, Tier 1 80%, In-Network, Tier 2 70% In-Network, Tier 3 70% Out-of Network
3 Tier Hospital Admit Fee	\$0	\$200 Tier 1 \$200 Tier 2 \$1,000 Tier 3 \$1,000 Out-of-Network	\$200 Tier 1 \$200 Tier 2 \$1,000 Tier 3 \$1,000 Out-of-Network
ER Co-Pay	\$100	\$200	\$250
Physical Exams	\$500/every 24 months	\$500/every 24 months	\$500/every 24 months

- **Phase 1 was implemented July 1, 2010.**
- **Future phases will only be implemented if the medical plan's loss ratio exceeds 100%** (i.e. expenses exceed contributions). This will be determined by a comparison of actual expenses for active employees (paid claims and fees) for the prior 12 months compared to the total contributions for active employees (the current contribution is \$1,280 per employee/per month but could be increased through negotiations). The comparison will be done for three years (2011-13) each six months in August and February. Future phases will only be implemented if the prior 12 month loss ratio is greater than 100%. If the loss ratio does not exceed 100% additional Phases will not be implemented. If needed, implementation of future phases will be in April for February reviews and November for August reviews.
- **The first review will be in February 2012.** Actual experience (paid claims and fees) for the 12 months January 2011 thru December 2011 will be compared to the total contributions (currently \$1,280 per employee/per month). If the loss ratio is less than 100% the next phase will not be implemented. If the loss ratio is greater than 100% the next Phase will be implemented April 1, 2012. The next review will be in August 2012. Actual experience for the 12 months July 2011 thru June 2012 will be compared to the total contributions. If the loss ratio is less than 100% the next phase will not be implemented. If the loss ratio is greater than 100% the next Phase will be implemented November 1, 2012. Additional reviews will be done each six months with the last review in February 2013.
- **Savings achieved in the Medical Benefits Plan will affect the Salary Schedule Adjustment** per the Faculty salary formula described in Section 16.8 of the faculty contract. **See Example 2 below.**

Example 1

The Medical Benefits Plan experiences an increase in costs of 3% and COLA is 3%

The contribution by the District for active employees will increase by 3% (i.e. the COLA) from \$1280 to \$1318 per employee per month. The new figure would be used in calculating the plan's loss ratio.

Example 2

The Medical Benefits Plan experiences a decrease in costs of 5%

Assumptions:

- The Apportionment Revenues are \$30 million
- The Medical Benefits Plan expenses are \$6 million

5% of \$6 million = \$300,000 → The Plan achieved a savings of \$300,000.

\$300,000 is 1% of \$30 million → \$300,000 in savings represents 1% of the Apportionment Revenues.

Results: If the Salary Formula produces a salary increase of 3%, then the total salary increase = 3% + 1% = 4%

If the Salary Formula produces a salary increase of 0%, the salary increase = 1%

If the Ending Apportionment Revenues have declined, the salary increase = 1%

Per Section III C of the Memorandum of Understanding dated August 16, 2011 regarding the 2011/12 anticipated deficit, if MPCEA adopts this medical plan, which is the same plan as the faculty and management, prior to February 1, 2012 the District will not require repayment of the \$257,110 loan to MPCEA.

For MPCCD

[Signature]
Barbara Dine

10/17/11
Date

For MPCEA

[Signature] WALSH
[Signature] Selous

[Signature]
[Signature] LER
