



Office of the President

From: Fierro, Jose L.
Sent: Tuesday, October 12, 2021
Subject: Joint Communication CCFF and Cerritos College

Good evening Colleagues,

We would like to share with all of you that the CCFF and the District have reached an agreement on healthcare for the 2022 calendar year and agreed on the content of a tentative agreement (TA) covering the 2023 and 2024 calendar year health care to be signed by both parties during our next meeting. For the 2022 calendar year, **the district will continue to fully cover all healthcare premiums for all plans.** This means that no full-time employee will need to change their medical plans to avoid an out-of-pocket expense on the healthcare premium. The MOU was signed today by both CCFF and the District.

The TA currently being developed the CCFF and the District will contain the following items:

1. For the 2023 and 2024 calendar years, the District is committed to **cover the healthcare premiums for all subscriber and subscriber+1 plans offered by the District.**
2. **The District will cover the subscriber+2 (Family) plans offered by the District with the exception of the Anthem Blue Cross Traditional.** Those who wish to enroll in the subscriber+2 (Family) tier of the Anthem Blue Cross Traditional plan will be asked to pay the difference between the cost of Blue Shield Access+ for a family and Blue Cross Traditional for a family.

Both CCFF and the District acknowledge that chasing a potential cap on the cost of healthcare is wasted labor. The decision to focus on the naming of the plans covered instead of a cap on District contribution to healthcare premiums is an effort to provide security to our campus community and to ensure that no one is faced with losing healthcare coverage between contracts. This move will hopefully provide our campus community with peace of mind during open enrollment periods, despite this period occurring between contracts.

The second part of the agreement states that when the contract expires, the District will cover \$29,000 per year. However, one year prior to the expiration of our 21-24 successor CBA, CCFF, and the District will meet and discuss the cost of our available healthcare plans. The District and CCFF are committed to finding comparable healthcare plans that provide the same or similar coverage, with the intention of having full medical coverage for our employees and their families. Additionally, by agreeing to include the language about the two parties meeting to discuss healthcare one year prior to the contract expiration, both parties will have ample time to notify the campus of any changes and reach an agreement on Article

10: Health & Welfare Benefits before open enrollment begins. This new timeline also allows CCFF time to gather robust feedback from all constituents regarding any decision on changes to healthcare.

Again, we want to assure you that both CCFF and the District are committed to providing Cerritos College employees and their families with medical plans that meet their needs. This is a wonderful opportunity for us to change the way we engage in bargaining for our healthcare coverage. Let us seize this opportunity to engage in a more collaborative and trusting process that involves more constituent feedback and leads to a favorable outcome for all.

Jose & Lynn

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STAY CONNECTED



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