

Greetings Classified Colleagues,

The LCCEF bargaining team and the College management bargaining team have been meeting for several months to negotiate a new contract. We hope to continue bargaining over the next couple of weeks, but feel the need to inform all classified employees about one important aspect of the current bargaining discussions with the LCCEF bargaining team. The focus of this communication will be on health insurance.

This year's increase to PacificSource's medical, vision and pharmacy insurance for our current plans came in at 8.9%. The College's current proposal to LCCEF is to for the College to maintain our current contributions towards health insurance premiums, and that they consider plan design changes to help to alleviate or eliminate the 8.9% increase that impact current plans for the 2016-17 renewal year. The College's current (2015/2016) employer health insurance premium contributions levels for PacificSource Plan A, PacificSource Vision, and MODA dental is:

For Employee Only coverage: \$824.48

For Employee + One Coverage: \$1,770.89

For Full Family Coverage: \$2,209.60

Please find the attached College's proposal for Insurance Plan Design Changes and Alternative Care presented to LCCEF on June 6, 2016.

The College agreed to cover the 8.9% premium increase for the current insurance plans for only the months of July and August 2016. All employees of the College pay for their health insurance one month in advance. Therefore, the cost of premiums above the College's current employer contributions will result in an increase to employee out-of-paycheck premium contributions starting August 25, for the cost of premiums in September, 2016. The primary way to reduce the impact of health insurance premium increases is to change the plan designs.

On a final note, the College asked PacificSource for a delay in open enrollment until the effective date of September 1, 2016. Please look for announcements in the coming weeks regarding open for the upcoming year.