Dear Colleagues

The Association of Classified Employees (ACE), along with the participating unions of the FHDA Joint Labor Management Benefits Council (JLMBC) have signed a memorandum of understanding (MOU) with the Foothill-De Anza Community College District on the topic of paid benefits (health, dental and vision) affecting the 2016 plan year.

**General Membership Meeting**General membership meetings will be held next week to discuss the proposed changes.  Lunch will be served.  An Outlook invite will be sent to you with the location for each meeting.

* Tuesday, July 28 at noon - Foothill
* Wednesday, July 29 at noon - De Anza

**Ratification Vote**

An online benefits MOU ratification vote is scheduled for ACE **Full Dues Paying Members ONLY** beginning at 1 p.m. on Tuesday, July 28 through Monday, August 2 at noon. A separate email with your unique voting credentials will be emailed to you next week.

Not a full paying dues member?  You still have time to have your voice heard.  Fill out the attached *Dues Membership Application* and return it to ACE President, Blanche Monary at monaryblanche@fhda.edu NO LATER THAN 5 p.m. on Monday, July 27.

**Proposed Changes**

Based on premium costs for the district plans, with some plans increasing by nearly 19%, employee contribution rates will be affected in 2016.  To help offset some of those costs, $1.5 million of the $10 million health benefits stability fund established in 2009 will be utilized for the first time. **The proposed change affects your FHDA health benefits employee contribution amount**.  For medical and vision coverage, there are no changes to the services and/or costs as defined by each health plan. For dental coverage, composite fillings are now included and all preventative care is excluded from your maximum paid benefit. You can find information about the existing FHDA benefit plans here: [http://hr.fhda.edu/benefits/index.html](https://email.fhda.edu/owa/redir.aspx?C=nfr5MRiJQkuSgoT1W2jM_Ep5VSfZstIIFmiJg7g_imbbJ0Ro4_GvPLH_wprKp5MVt_4depkNHNM.&URL=http%3a%2f%2fhr.fhda.edu%2fbenefits%2findex.html" \t "_blank)

The proposed changes will take effect January 1, 2016.  Open enrollment to select your health care plan occurs in late Sept./early Oct. through the Office of Human Resources.

For 2016, the following employee contribution rates are proposed:

