

## July 31, 2023 - ACE Negotiations Update

### Cost-of-Living Adjustment (COLA)

The Joint Labor Management COLA negotiations have reached a tentative agreement effective July 1, 2023, all salary schedules will increase by 7.22%.

The state COLA for 2023-2024 was 8.22%. Why did we give up one percent? Labor can't argue that ongoing costs for the district aren't rising and the one percent we deferred to the district offsets those costs. Health benefit premiums alone increased 10.4% this year. Many thanks to Kathy Perino from the Faculty Association (FA) for working out, and explaining, the math calculations.

**Next step:** As soon as we get a signed MOU, we'll bring this to the membership for ratification. It then needs go to the Board of Trustees for approval (this is performative). Hopefully, the Sept. 11 board meeting. Once that happens, the salary schedule increase can be implemented. When asked for a timeline on implementation, the district was unwilling to give a definitive date, but it was agreed that sooner rather than later would be beneficial for all.

### Health Benefit Rates Plan Year 2024

The Joint Labor Management Benefits Committee (JLMBC) have reached a tentative agreement where employees will pay 15% of the medical premium for plan year 2024. The district will pay 85% of medical plan premium plus full dental and vision premium. See next page for proposed premium rates.

Traditionally, we have utilized a rate stabilization fund (RSF) – made up of one-time funding – to make up for the difference between what employees and the district pay and the full cost of the plan(s). The district was no longer interested in utilizing the RSF to cover the funding gap, labor agreed to an employee/employer cost share model utilizing a small portion of the COLA to help cover the increased cost to the district plus use of the existing funds in the RSF.

Previously, cost for dental (\$5 single, \$10 employee+1 or \$15 family) and vision (\$1 single, \$2 employee +1 or \$3 family) were added to employee medical plan contributions. That costs will now be paid by the district. The \$10 contribution to the Post-97 VEBA will continue to be paid by all employees.



Foothill – De Anza Association of Classified Employees (ACE)  
650.949.7789 | D140 Annex Bldg.  
[www.acefhda.org](http://www.acefhda.org)

---

It is important to remember that the bargaining units and the district negotiate who pays how much based on CalPERS's plan options but neither has any say in what plans they offer, the cost of a plan including deductibles and co-pays, or what practitioners are included in those plans.

These two items were only possible due to the collective action of all the labor groups working together.

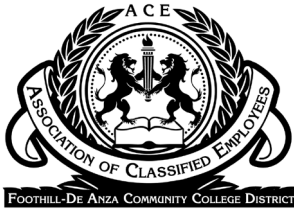
We are still working on ACE specific negotiations: Articles 3, 8, 8, 9, 10, 11, 13 and 16. A separate update will be coming shortly.

In solidarity,

Chris White, chair of negotiations

Negotiators: Sushini Chand, Chris Chavez, Keri Kirkpatrick, Joseph Gilmore, Andrea Santa Cruz, and Scott Olsen.

\*Final rates to be verified by District Benefits and Labor Groups: Employee contribution is 15% of medical premium. These rates do not include the \$10 Post-97 VEBA contribution from all employees.



Plan	Type	Active Employee Contribution Rate Effective Jan. 1, 2024	Active Premium Contribution Increase/(Decrease) (Compared to plan year 2023)
PERS Platinum PPO	Single	\$197.14	\$20
	2 Party	\$394.28	\$40
	Family	\$512.57	(\$18)
PERS Gold PPO	Single	\$137.22	\$40
	2 Party	\$274.45	\$80
	Family	\$356.78	\$66
Blue Shield Access+ HMO	Single	\$161.53	(\$14)
	2 Party	\$323.05	(\$29)
	Family	\$419.97	(\$108)
Blue Shield Trio HMO	Single	\$142.03	\$23
	2 Party	\$284.05	\$46
	Family	\$369.27	\$12
Kaiser HMO	Single	\$153.21	\$34
	2 Party	\$306.42	\$68
	Family	\$398.35	\$41



Anthem HMO Select	Single	\$170.83	\$82
	2 Party	\$341.66	\$164
	Family	\$444.16	\$177
Anthem HMO Traditional	Single	\$200.96	(\$38)
	2 Party	\$401.91	(\$76)
	Family	\$522.48	(\$195)
Health Net SmartCare HMO PLAN TERMING 1/1/24	Single		
	2 Party		
	Family		
Western Health Advantage HMO	Single	\$121.08	\$2
	2 Party	\$242.17	\$4
	Family	\$314.82	(\$42)
United Healthcare SignatureValue Alliance HMO	Single	\$163.67	(\$12)
	2 Party	\$327.34	(\$25)
	Family	\$425.54	(\$102)