

Side Letter of Agreement 2007-08.6

Cabrillo Community College District
and
Cabrillo Classified Employees Union (CCEU)

Article 11.1

Article 11.1, provides that “bargaining unit members working less than a 100% assignment or less than 12 months per year may elect to opt out of medical and dental coverage.” Subsequent to this Agreement, the District entered into an agreement with Self-Insured Schools of California (SISC) to provide medical coverage for its employees. The agreement with SISC requires that bargaining unit members who work less than 12 months, but have a 100% assignment, are required to maintain medical and dental insurance, contrary to the language found in Article 11.1.

The parties agree that pursuant to the current Collective Bargaining Agreement, 11, 10 and 9 month employees that work a 100% assignment are entitled to opt out of the medical and dental plans. However, the District cannot allow these employees to opt out due to SISC requirements, but agrees to reimburse 100% less-than-12 month bargaining unit members who wish to opt out (on a case-by-case basis), any out-of-pocket expenses incurred by the employee, that otherwise would not have been incurred, had the employee actually opted out of the medical and dental plans. This provision is effective through June 30, 2009.

For the District:

For the Union:

Pegi Ard

Name

Date

Date