



Newsletter

Acalanes Education Association

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Welcome Back

Here is a full list of your union representation and the 2016/2017 school year schedule of rep. council meetings:

Executive Board:

Nick Carpenter (MHS)	President
Ken Lorge (AHS)	Vice President
Justin Seligman (CHS)	Treasurer
Megan Flores (MHS)	Secretary
Erik Honda (AHS)	At Large

AHS Site Reps:

Cathy Challacombe
Elizabeth Gough
Marie Townsend

CHS Site Reps:

Tren Kauzer
Petro Petreas
Bonnie Willax

LLHS Site Reps:

China Harvey
Mona Mulhair/Rick Tognolini
Travis Nelson

MHS Site Reps:

Jeremy Foltz
Valerie Peterson
Carla Unroe

Negotiators:

Misha Buchel (AHS) – Lead
Kim Fisher (LLHS) – Associate
Ken Ingersoll (CHS) – Associate
Rebecca Promessi (MHS) – Associate
Lori Tewksbury (AHS) – Associate

Elections Chair:

China Harvey (LLHS)

Webmaster:

Jeff Merken (LLHS)

2016/2017 Rep. Council Meeting Schedule:

Date:	September 21, 2016	Location:	Miramonte
	October 26, 2016		Las Lomas
	November 16, 2016		Campolindo
	December 14, 2016		Acalanes
	January 25, 2017		Miramonte
	February 22, 2017		Las Lomas
	March 22, 2017		Campolindo
	April 26, 2017		Acalanes
	May 24, 2017		TBA

Weingarten Rights

Here is the yearly reminder of your rights as a union member. AEA members have the right to union representation during a disciplinary or any other meeting that could ultimately lead to discipline. The member must make a clear request for union representation before or during the interview. The member cannot be punished for making this request. The employer may then 1) grant the request and delay questioning until the union representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the employee; 2) deny the request and end the interview immediately; or 3) give the employee a clear choice between having the interview without representation, or ending the interview. If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

Proposition 55

Proposition 55 is the extension of Proposition 30 and is on the ballot this November. Proposition 55 does not raise taxes on anyone. It maintains the current income tax rates on the wealthiest Californians. Passage of Proposition 55 would prevent nearly \$4 billion in funding cuts to public education and protects vital services, like children's health care. CTA and AEA strongly encourage members to support Proposition 55. For more information please visit:

www.acalanesteachers.org

The Next Rep Council Meeting is Wednesday, September 21st at Miramonte, Room TBD. All members welcome to attend.

Open Enrollment

In the next month or so you will be receiving an email from the District regarding open enrollment. Now is the time to consider whether or not to change your insurance provider. Current health benefits are being funded at the Kaiser 2016 rates of \$746.47, \$1,492.94, and \$1,940.82 for single, two party, and family plans respectively. Under the terms of the most recent collective bargaining agreement, the District and AEA have agreed that 2017 health care will be funded at the 2017 Kaiser rates of \$733.39, \$1,466.78, and \$1,906.81 for single, two party and family plans respectively. The charts below outline in detail the 2017 rates and the amount that will be deducted from your paycheck if you choose a plan that costs more than Kaiser. Please pay careful attention to the 2017 rates as the Kaiser rate actually fell while a majority of the other plans went up. This may result in larger (sometimes much larger) employee deductions for members enrolled in non-Kaiser plans.

Single:

Plan	2016 Rate	2016 Employee Deduction	2017 Rate	2017 Employee Deduction
Anthem HMO Select	721.79	0.00	783.46	50.07
Anthem HMO Traditional	855.42	108.95	990.05	256.66
BSC Access (new)			1,024.85	291.46
HealthNet SmartCare	808.44	65.72	733.29	0.00
Kaiser	746.47	0.00	733.39	
PERS Choice	798.36	51.89	830.30	96.91
Pers Select	730.07	0.00	736.27	2.88
Pers Care	889.27	142.80	932.39	199.00
PORAC (new)			699.00	0.00
United Healthcare	955.44	208.97	1062.26	328.87

Two Party:

Plan	2016 Rate	2016 Employee Deduction	2017 Rate	2017 Employee Deduction
Anthem HMO Select	1,443.58	0.00	1,566.92	100.14
Anthem HMO Traditional	1,710.84	217.90	1,980.10	513.32
BSC Access (new)			2,049.70	582.92
HealthNet SmartCare	1,616.88	123.94	1,466.58	0.00
Kaiser	1,492.94		1,466.78	
PERS Choice	1,596.72	103.78	1,660.60	193.82
Pers Select	1,460.14	0.00	1,472.54	5.76
Pers Care	1,778.54	285.60	1,864.78	398.00
PORAC (new)			1,467.00	0.22
United Healthcare	1,910.88	417.94	2,124.52	657.74

Family:

Plan	2016 Rate	2016 Employee Deduction	2017 Rate	2017 Employee Deduction
Anthem HMO Select	1,876.65	0.00	2,037.00	130.19
Anthem HMO Traditional	2,224.09	283.27	2,574.13	667.32
BSC Access (new)			2,664.61	757.80
HealthNet SmartCare	2,101.94	161.12	1,906.55	0.00
Kaiser	1,940.82		1,906.81	
PERS Choice	2,075.74	134.92	2,158.78	251.97
Pers Select	1,898.18	0.00	1,914.30	7.49
Pers Care	2,312.10	371.28	2,424.21	517.40
PORAC (new)			1,876.00	0.00
United Healthcare	2,484.14	543.32	2,761.88	855.07