



Livermore Education Association

A Professional Organization Representing the Teachers of Livermore

June 1, 2006

To:
Yolonda Holmes,
Director, Human Resources
Livermore Valley Joint Unified School District

From:
Keith Pickering-Walters
President,
Livermore Education Association

Re: 100% Participation of Full-Time Members in the Central Valley Trust Health Care Program

This memo is intended to explain the position of the Livermore Education Association regarding the 100% participation policy for all full-time members in the Central Valley Trust Health Care Plans. As this policy is a requirement for participation in the Central Valley Trust plans our Bargaining Unit has chosen, we understand that all full-time members must participate in the health care plans.

If a full-time member fails to submit health care forms within the required time period, they will be placed on the least-expensive Kaiser Plan (currently Plan 5). This will require an employee signing a Kaiser Enrollment Form as well as a Central Valley Trust Enrollment Form.

If a full-time member fails to submit health care forms within the required time period and refuses to sign the required forms, they will be placed on the least-expensive PPO Plan (currently Plan 10D). This will not require an employee signing a Central Valley Trust Enrollment form and instead may be signed by a representative from the Human Resources Department and a representative from the Livermore Education Association.

As the exclusive bargaining representative for the bargaining unit members of the Livermore Education Association, it is our right and responsibility to negotiate salary and benefits. As ratified by our membership and as voted on by all bargaining unit members, the currently selected health care plans are with the Central Valley Trust and require 100% participation of all full-time members.

Thank you for your understanding and please feel free to contact me if you have any questions or concerns.

Sincerely,

Keith Pickering-Walters