



Aug. 14, 2017

Dear New Faculty Member,

Welcome to the Kern Community College District! You will learn a great deal the Kern Community College District in your first year of teaching. I would like to tell you about an important organization in the district, the Kern chapter of the Community College Association, or CCA, your faculty union.

You may not realize it, but CCA negotiators worked on your behalf in our new contract, which is being printed this week and next. We will distribute copies of the contract after school starts to all new faculty members.

In the new 2017-2020 agreement, you will find we negotiated a much higher district contribution rate for health benefits after hearing from our members that the cost of health benefits was their number one concern. The new \$1,302 per month district contribution represents almost a 12 percent increase, the highest increase in the district's monthly contribution toward faculty health benefits in years. All faculty, including new faculty members, should learn about the possible health plans and fill out an open enrollment form during the open enrollment period, which ends Aug. 28.

To learn more about your health benefits and possible plans, please attend one of the SISC Open Enrollment workshops being planned at your college in August.

Our association also has worked with the district to maintain excellent salaries that are now tied in with those at comparable districts so we can continue to attract terrific faculty members like you.

Besides salaries and benefits, we also represent all instructors confidentially when work-related concerns or complaints occur, but only CCA members have the right to request free legal services from an attorney with the California Teachers Association. This free legal assistance is simply invaluable.

Members also receive other free benefits, such as Educators Employment Liability coverage, and life, accidental death, and dismemberment insurance, because we are affiliated with CTA and the National Education Association. Benefits range from shopping discounts to CTA disaster relief grants, and NEA offers loan programs for families facing college debt. I've enclosed a benefits booklet in your folder.

Should you have questions about the faculty association, please call me at (661) 395-4229, or e-mail me at tgreenwo@bakersfieldcollege.edu. I look forward to getting to know you.

Sincerely,

Tom Greenwood
KCCD CCA President