

Fall 2007

Ventura County Community College District Retirees Association

# The Monitor

## Retirees Association Sues College District

On the last day it could legally do so, the Ventura County Community College District Retirees Association filed suit against the Ventura County Community College District in Ventura County Superior Court. The suit was filed on Friday, Aug. 31, 2007, by Tom Sharpe of the law firm Bennett & Sharpe, Inc. of Fresno, Calif., on behalf of the VCCCDRA.

The class action lawsuit alleges impairment and breach of contract as a result of the District's unilateral reduction in health and welfare benefits that began on July 1, 2005. The suit declares these benefit reductions violate negotiated agreements that were approved by the Board of Trustees during the retirees' careers with the District. The suit seeks declarative and injunctive relief based on the increased out-of-pocket medical and prescription costs retirees have paid since July 1, 2005. The suit estimates those increased costs to be \$511,723 between July 1, 2005, and Aug. 31, 2006.

Costs have continued to mount beyond the level identified in the language of the lawsuit. According to Gary Johnson, Past President of VCCCDRA, "We estimate that retirees have paid \$840,000 more in medical expenses [including prescription drugs] than they had under plans we had been promised."

The lawsuit has been filed as a class action and will represent the interests of all retirees - classified, faculty, supervisors, and managers - who were hired before SEIU and AFT contract changes occurred beginning in 1990. Class action requires that a significant number of individuals share common circumstances and objectives. Only a very small number of District retirees eligible for insurance benefits are not represented by the lawsuit.

Prior to the lawsuit, there were considerable efforts by the Association to reach a settlement between the parties. VCCCDRA filed a formal claim against the District in June 2006. The District rejected the claim in mid-August 2006, but expressed a willingness to settle during the six-month window allowed by California law prior to filing litigation. During that period, through mid-February 2007 and through four mutually-agreed-upon extensions of time to April, June, July, and August 2007, respectively, the parties each exchanged three settlement pro-

posals, but ultimately could not reach accord. As the District was unable to consider a further extension, VCCCDRA had no choice but to file suit to preserve its rights under California law.

During the past two years, the VCCCDRA Benefits Committee, chaired by Gary Johnson, has met to take up this issue an average of two to three times a month, with members working extensively between meetings. Members have met on several occasions with Ventura County Community College District trustees and have been told consistently the District wishes to reach a settlement and avoid litigation. According to Johnson, "Paramount among our objectives has been our desire to stop the District from imposing increased medical and prescription costs on us in the future, as well as protecting the medical coverage we have been promised."

The last attempt to resolve the differences occurred at a meeting on Wednesday, Aug. 29, between VCCCDRA, represented by Gary Johnson, Bob Long, Bob Lopez, and Dave Thomas, and by District Chancellor Jim Meznik, Associate Vice Chancellor Patricia Parham, and Trustee Steve Blum. Since VCCCD trustees had not addressed the issue of retiree benefits at its Aug. 28 meeting, the District lacked the authority to do anything, according to Chancellor Meznik, and the meeting concluded with little further discussion.

Although the lawsuit has already been filed, "We expect to continue meeting with the District and hope we can reach an acceptable agreement short of eventually facing one another in court" according to Johnson. It is estimated the lawsuit could require up to three years to reach conclusion. Members of the VCCCD Benefits Committee who will continue representing the Association in these efforts include Stan and Orlene Bowers, Barbara Hoffman, Gary Johnson (chair), Vivian Lockard, Bob Lopez, Bob Long, Don Medley, Don Matthews, Gary Morgan, Gil Ramirez, Rene Rodriguez, Manny Turse, Dave Thomas, and John Woolley.

A complete copy of the lawsuit as developed by Bennett & Sharpe, Inc. and filed on Aug. 31 with the Ventura County Superior Court can be found at the VCCCD Retirees Association website. The website address is [www.vcccdra.org](http://www.vcccdra.org).

## The Lawsuit and Its Implications: A Message from Rene Rodriguez and Gary Johnson

It has been five months since we corresponded with our general membership, but that does not mean we have not been working in your behalf.

It has been more than two years since the District increased retiree costs for Blue Cross medical benefit coverage. In July, 2005, the district increased the medical deductible, imposed a new deductible on prescriptions, increased the co-pay for prescriptions, and increased the out-of-pocket maximum we pay for medical coverage. During these two-plus years, we estimate that retirees have paid \$840,000 more for medical coverage than they had paid previously.

Based on contract language, historical experience, and repeated assurances, we determined that the District could not legally or ethically make such changes. During 2005-06, the retirees made numerous unsuccessful appeals to the District, retained a law firm, and filed a "Claim" with the District as a precursor to filing a lawsuit. The District rejected this "Claim" but expressed interest in resolving the issue.

Our members need to know that it has been well represented by its Benefits Committee, its Executive Board, its negotiations team, and its attorneys. We have continued to meet individually with Trustees and have attended Board meetings to state our positions and make them clear. Board support has been mixed and confusing, based on what they have said to us individually, and the little their attorney has offered in response to our proposals.

During 2006-07, the Benefits Committee has met, on average, two or three times a month. Committee members have also worked extensively between meetings. Committee members have met with Trustees on numerous occasions and have heard the constant refrain that they (the Trustees) would prefer a settlement to a lawsuit. Consequently, the committee has developed and presented to the District several progressively reasonable proposals. We have also agreed to extend the filing deadline for a lawsuit four different times in continued hopes of reaching a mutually acceptable agreement. However, there has been very little movement by the District toward resolving our differences, despite our proposals.

The District's first counter-proposal merely offered help to our membership to better understand the new health plan. The second offered a dismally small amount of money per year to be distributed among our retirees any way we saw fit. The last counter-proposal finally offered to implement an important part of our third proposal, but only for one year. In fact, since the

District incorporated that part of our proposal into its negotiations with active employee bargaining units, retirees will automatically receive this benefit anyway, if the bargaining units accept it. If they do, the benefit would automatically apply to retirees as part of the new health plan. But the offer is for one year only.

One of our primary objectives has been to stop the District from imposing increased medical and prescription costs on retirees in the future. We have also sought to protect the medical coverage we were promised. At our meeting with the Chancellor on Aug. 29, 2007, the District said it was unprepared to commit to no future increases in deductibles, co-pays, or out-of-pocket costs to retirees.

As a result, on August 31, we filed a lawsuit against the District and the Board of Trustees. The suit's content will be posted on the Association web site (<http://www.vcccdra.org>) by the time you read this. Check there regularly, too, for the latest news. The lawsuit is filed as a class action and will represent the interests of all retirees – classified, faculty, and classified and academic managers – hired before SEIU and AFT contract changes occurred beginning in 1990.

It is unfortunate that the District and the Board have essentially refused to resolve this important retiree issue out of court. Ultimately, it will not only cost the District its own attorneys' fees, but also our costs to conduct this. This will be above and beyond what we can achieve in court. However, litigation will take time, perhaps as long as three years, and it will be costly to us in the interim.

Once our case goes to court, it will be up to a judge to determine if the case has merit and a jury to apply the law to the facts of the case and to determine who is in the right. No one can predict the outcome, but remember that if our attorneys were not confident they could win this case, they would not have taken it. If we do nothing, however, we will have already lost. The District will feel free to make changes to our health plans any time in the future as it sees fit, no matter the promises made in former contracts.

A lawsuit is expensive, but what we have to protect far, far exceeds the contributions we are asking of each retiree to protect against future medical cost increases that are sure to come if the District continues in its current position.

Our association has demonstrated that it can fight the District. It has demonstrated its will through the funds that individual members have contributed to our Legal Fund. Without these

## Rene and Gary: Lawsuit Implications

(from pervious page)

funds, we would not have been able to make every effort to settle, to hire attorneys to advise us, to prepare a lawsuit, and to go to court. We have raised a significant amount of money, but we need to follow through with the additional fundraising to fully fund the lawsuit. Some members have yet to make a contribution to the Legal Fund. We know that some individuals are not able to contribute. But for those who can contribute but have not yet done so, the time is now. We need your support.

Retirees on Health Net and Kaiser plans have not felt it yet, but they face the same jeopardy as those on Blue Cross. Remember, Blue Cross is the contractual yardstick for determining what the District will fund in Health Net, Kaiser, or in any other plans the District contracts to provide.

We need to put a stop to any further increases by the District in deductibles and co-pays. It is clear that the District means for us to pay for our future health benefits by increasing deductibles and co-pays. Certainly there are other ways of containing costs for retirees, but the District is not interested in discussing any of these measures. By taking the District to court, we are demonstrating that we would rather trust a judge and jury to do the right thing, because the District is already demonstrating it is not interested in protecting the rights of retirees. Help us and help yourselves by making a relatively small contribution now, compared to what your costs will be as the District continues to change (and erode) our health benefits. Please use the enclosed form (see page 7) to make your contribution to the Legal Fund.

### WHAT YOU CAN DO: CONTRIBUTE TO THE LEGAL FUND

While we have been gratified by the number of retirees who asked to be included in the original "claim" and who have given money thus far, about one third of our retirees have not contributed. We requested a contribution of \$200 initially, then requested an additional \$500 when a lawsuit became more likely. To take us the rest of the way, we need at least another \$75,000.

If you have not yet contributed to the Legal Fund, we need you to do so now! If you have already contributed and are willing to contribute more we urge you to do so, or pledge an amount for the future.

For those of us in the front lines, this circumstance has been time consuming, but certainly very much worth the effort. We are proud and pleased to be part of this effort.

***We need your support now!***

## Thanks for Supporting the Lawsuit

Dear Fellow Retirees,

As we embark upon this absolutely necessary lawsuit to keep our hard-earned health benefits at the same level we were guaranteed when we were hired and agreed to by the district when we retired, I need to discuss two items with you.

The first one is to ask you to thank the people of the benefits committee of the VCCCD Retiree's Association for the hundreds of hours that they each have devoted to the cause. So much has to be done to prepare for a lawsuit; it really takes caring and devoted people to take on these tasks. Believe me, we are thankful to have such people looking out for our welfare. There have been many players but particular thanks should be given to Gary Johnson and Rene Rodriguez as they have been the strength behind all that has been done.

We also need to thank the more than two-thirds of our retirees who have contributed to the legal fund. Your support has allowed the Association to proceed with this legal action. Those of you who contributed the full amount or more that was asked, even though for many it was a hardship, are to be thanked especially. You are very much appreciated.

As some of you may know, I experienced a serious illness this past year. Even though I am on Medicare with our district insurance as the supplement, the costs have been very high. Our health benefits are so important.

My friends, we are in this all together and we need to show solidarity and caring. Some retirees who have not contributed say that they have insurance from other sources (e.g. military, other employment, etc.) or they have Kaiser or Health Net and so the issue doesn't affect them. Some retirees have other reasons why they haven't contributed yet! We ALL will be affected if we don't stop the erosion now! We don't want our health benefits to be tied to what is currently being negotiated by the District with the various unions.

My second item is to request that those of you who have not contributed to the legal fund to do so now to help those who are not as fortunate as you. The Association understands that, financially, some of you may not be able to donate the past amounts requested but, at least, donate something or even pledge an amount that you can donate. You may contribute on a payment plan as some retirees have done. Remember that money contributed to the legal fund that is not used will be returned pro rata to the contributors.

Since all of us will benefit from a successful conclusion to this case and will not have to deal with this issue ever again, your monetary support is very important and fair to those who have contributed.

Please send your checks as soon as possible made out to the **VCCCD Retirees Association Legal Fund** to P.O. Box 6216, Ventura, CA 93006-6216.

Sincerely,

Orlene Bowers, Past President  
VCCCD Retirees Association (2000-02)

## Membership Updates

### Don Medley, Founder, VCCCDRA

**WE NEED ADDRESSES/PHONE NUMBERS/EMAIL ADDRESSES FOR THE FOLLOWING PEOPLE. If you can help call Don Medley at 805-482-8761 or email to don.medley@verizon.net. Thank you for your help.**

Betty Albiston	Donald Anderson	Charlene Arnold	Madaline Braun
Patricia Burkard	Rafael Carranza	Robert Chatenever	Marge Corbell
Christy Corbett	Willadean B. Cummings	Patricia Earl	Jesse "Russ" Emory
Beatrice Epping	Lynn Greig	Peter Gucciardo	Jose de Guzman
David Kay	Sandra Kinghorn	Teresa Lara	Nancy Lindsay
Joyce Lundy	George Martinez	Diane Moore	Norlene Neal
Garland Orr	Della Rhodes	John Roach	Alicia Rosas
Barbara Smith	James Stemen	Myra Toth	Florencia Wallace
Rosalie Wasef	Gerald White	Ernest Williams	Louise Zitnik

**Please correct your roster with the following address/phone number/e-mail changes:**

Eddy Barron	Gerald Bridgeman	Margaret Boles
William W. Dodgen	John W. & Gerry Emrick	Dallas Flanigan
Joseph Gonzales, PhD	Barbara Hall	Dee Konczal
Harry Korn	David & Karin Leyba	Gregory Marquez
Alexander Marziani	Thomas McAdam	John McConnell
JoAnn Moore	Johnna L. Morton	Michael Strumpf

# Membership Updates

(from previous page)

**Please correct your roster with the following address changes:**

Diane Stephens

Charlotte K. Udd

Mary Urquidi

Victoria Bortolussi

**Telephone number only adds or changes:**

Charles Campo

James Castren

George V. Simon

**Email Address Changes:**

Sidney Adler

Shirley P. Baskin

Jack & Eleanor Hudson

Judith Gerhart

Clara Lee Kimbrough

William Robinson

Betty Sullivan

Emanuel Turse

Pat Gage

Betty Albiston

Clydie Wright

Jose de la Pena

Marge Corbell

Gilbert Ramirez

Paul Dunham

Bob & Rosemarie Booth

Aster Ikezoye

\*\*\*\*\*

## IN MEMORIAM

*WE HONOR OUR DEAR COLLEAGUES*

*AND WILL ALWAYS CHERISH THEIR FRIENDSHIP*

George R. Anderson

Marvin Bergstrom

Abundio S. Carrillo

Albert Clodius

Eleanor S. Bernal

Robert Gibbs

Don F. Jackson

Betty A. Poland

Annette Reese

Stewart W. West

## VERY, VERY IMPORTANT SURVEY!!

WE HAVE BEEN TRYING TO COLLECT INFORMATION TO HELP OUR LAWYERS TO REPRESENT US. TO DATE, WE HAVE HAD 476 RESPONSES, WITH 11 OTHERS WHO ARE EITHER TOO ILL TO RESPOND OR WHO DO NOT WISH TO BE REPRESENTED. **WE NEED THE SURVEY DATA FROM THE FOLLOWING PEOPLE.** PLEASE ENCOURAGE THEM TO GET IN TOUCH WITH ME AS SOON AS POSSIBLE TO COMPLETE THE SURVEY. THE SURVEY QUESTIONS ARE LISTED BELOW.

David and Jean Abraham  
Madaline R. Braun  
Dolores Casuga  
Willadean Cummings  
Patricia Earl  
Linda Fintel  
Joseph Gonzales  
John Hanft  
Wilmer Ingram  
Harry Korn  
Joyce Lundy  
Thomas McAdam  
Johnna Morton  
Garland Orr  
Daniel Rios  
Barbara Smith  
Diane Stephens  
Carmen S. Taylor  
Florencia Wallace  
Carol Woodward

Donald Anderson  
Rafael Carranza  
Raymond Centeno Sr  
Jose de Guzman  
James Ferguson  
Dallas Flanigan  
Lynn Greig  
Rosalio Haro  
Jim Jarvaise  
David Leyba  
George Martinez  
Michael McGann  
David Murphy  
Arthur Preston  
Raymond L. Scalf  
Don L. Smith  
Irma Stewart  
Robert J. Tufts  
John Roger Walters

Margaret Boles  
Francis W. Carrigan  
Marjorie Corbell  
John Dempsey  
Ruby Filar  
Bernie Ford  
Peter Gucciardo  
Ruth Hunt  
Achla Jindal  
Diana Lopez  
Alexander Marziani  
Bennie Molina  
Norlene Neal  
Clarence (Don) Richardson  
Janet Schuette  
Joan Smith  
Bill Studt  
Neriman Urkmez  
Elaine Wefel

### SURVEY QUESTIONS

1. What was your job title when you retired?
2. What month and year were you hired and what month and year did you retire?
3. Were you eligible for Medicare when you retired? If not, were you (or will you be) you eligible later?
4. What institution within the District did you retire from?
5. May we include your name and address on the claim?

***WE NEED THIS INFORMATION EVEN IF YOU DO NOT RECEIVE DISTRICT-PAID BENEFITS.***

Also, by now each of you should have received the 2006 issue of the Association roster. Please check your entry to insure its correctness. Send any changes to me either by email at [don.medley@verizon.net](mailto:don.medley@verizon.net) or by snail mail to Don B. Medley, 110 Flora Vista Avenue, Camarillo, CA 93012.

Thank you for your continued support!

Don B. Medley

## VCCCD Retirees Association Legal Fund

*Filing a lawsuit and raising money for the Legal Fund are the two most important endeavors our Association has ever undertaken!*

Please check the appropriate box below and return this page as soon as possible.

Name: \_\_\_\_\_

I have not previously contributed to the Legal Fund and

\_\_\_\_ I will contribute \$700 to support the lawsuit against the District. My check for this amount is enclosed.

\_\_\_\_ I will contribute \$700 in monthly installments. Each monthly installment will be in the amount of \_\_\_\_\_. My check for \_\_\_\_\_ is enclosed.

\_\_\_\_ I cannot contribute \$700 but I support the lawsuit and my check for \_\_\_\_\_ is enclosed.

I have previously contributed to the Legal Fund and

\_\_\_\_ I am now contributing an additional \_\_\_\_\_. My check for \_\_\_\_\_ is enclosed.

**Make checks payable to VCCCD Retirees Association Legal Fund**

**Return this form and your check to:  
VCCCD Retirees Association  
P.O. Box 6216  
Ventura, CA 93006-6216**

**Thank you!**

# Ventura County Community College District Retirees Association

## Thanks to Our Generous Colleagues Who Have Contributed to the Legal Fund

Monte Abbath	John Davie	Frances E. Hughes	Nancy Miller	A. Keith Strasser
Paul Acker	Jose F. de la Pena	Ruth Hunt	Snoda Miller	Jerry Straughan
Karen D. Adkison	John W. Dell	John E. Hurley	Dorothy D. Mills	Pauline Stringer-Eilers
Sidney Adler	John Dempsey	Morris E. Husted	Jo Ann Moore	Richard M. Strong
Paul Aiello	Lois B. Denardo	Aster K. Ikezoye	Linda Kay Moore	Michael Strumpf
Kirk Aiken	Barbara A. Derryberry	Chad Ishikawa	Gary B. Morgan	Thomas J. Steube
Barbara Ainge	Delores Deutsch	Don F. Jackson	Helene Mulligan	James Sturgeon J.
Betty Albiston	Bona Dillon	Paul A. Jacobs	Henry V. Nevarez	Elizabeth H. Sullivan
Steven F. Alcocer	Joanna P. Dillon	Evelyn A. James	Betty J. Newlee	William H. Tauck
Judy Alexander	Virginia L. Dodd	Richard James	Clemmie Nicholas	Jennie Taylor
George R. Anderson	William W. Dodgen	Dorothy (Hyde) Jantsch	Jack Noyes	Anthony J. Terranova
Janet Andriese	Paul F. Dunham	Jim Jarvaise	Margaret E. O'Neill	Colin Terry
Herbert F. Anson	Gerald D. Dunlap	Hariette H. Jarvis	Terence O'Neill	William Thieman
George S. Arita	Margaret J. Edwards	Eursell Jett	Maricarmen Ohara	Floyd D. Thionnet
Steven F. Arvizu	Hugo Ekback	Randy John	Gerald Olsen	David C. Thomas
Ruth S. Bachofer	Juanita Elliott	Gary Johnson	Yvonne Olson	John E. Thomsen
Mary Shannon Baker	Lucille Elrod	Patricia Johnson	Deni Osborne	German C. (Jerry) Torres
Evis Barnett	Thomas K. Emma	Desmond Jones	Earl Owen	Rita Tregurtha
Shirley P. Baskin	John W. Emrick	Ellis Jump	Darlene A. Pacheco	Manual O. Trevino
Rita Beahan	Joyce Evans	Hitoski H. Kajihara	Donald D. Paillette	Sandra Trevino
Larry Bell	Larry Falxa	Mary Ellen Kazmark- Bruskotter	Phillip E. Passno	Betty True
William Bendat	Jack Farrell	Robert C. Kelley	James D. Peterson	Shirley A. Tucker
Edith L. Bennett	Judith Farrell	Clara L. Kimbrough	James Peddie	Robert J. Tufts
Tom R. Bertolino	Joan Faskin-Johnson	Lynn Knipping	Kilby V. Perkins	Emanuel R. Turse
Art Bettini	Gerald R. Fecht	Gerd Koch	Joanne Perry	Constance A. Tveit
David L. Bishop	Al Fernandez	Harry Korn	Richard Phelps	Charlotte K. Udd
Richard L. Black	Bert Fickerson	Richard Kurtik	Hermenio Pillado	Karen Van Cleave
Charlene Blalock-Carlson	Lania Finegold	George E. Lanning, Jr.	Irene Pinkard	Suzanne van Marion
Yvonne Bodle	Paul F. Fink	Helen Larmon	Betty A. Poland	Norma M. Vedvik
Peggy Boedecker	Betty Florentine	Gaylord D. Larsen	Steven Pollock	Don A. Villeneuve
W. Roger Boedecker	Jack A. Fleming	Clara Lawson	Marilyn A. Pomeroy	Diane T. Volz
Constance Bosso	Vincent Flocco Jr.	William H. Lawson	Jon Popiel	James W. Walker
Joan M. Bourland	Eva Flores	Howard Level	Gilbert Putnam	Sinclair Wall
Donald C. Bowen	Diane I. Flynn	Gary Lewis	Richard Quint	Susan Webster
Orlene Bowers	William Fox	Carmen Llanes-Munoz	Patricia Raguse	Mary Weesner
Stanley Bowers	Norma L. Frisby	Vivian Lockard	Arthur Rahm	Elaine Wefel
David A. Breslin	Joyce Gammon	Alicia A. Long	William F. Ramelli	Carol Weinstock
Gerald Bridgman	Paul Gannatal	Robert W. Long	Eleanor G. Ramey	Steward W. West
Jane Broadbooks	James R. Gayle	Knox Long	Gilbert M. Ramirez	James A. Whalen
Kenneth L. Buckner	Judith Gerhart	Robert Lopez	Carolyn Rees	Joseph Wolfe
Louis J. Burger, Jr.	Robert R. Gibbs	Anita F. Lorenzana	C. Robert Reeves	Louis Wolff
Barbara Buttner	Pat Ann Gibson	Doris MacTague	William H. Robinson	John L. Woolley
Linda Calderon	Richard A. Glenn	Mary Mangham	Donald F. Rodriguez	Clydie S. Wright
Eloyce M. Caldwell	Rheda Gomberg	Lawrence H. Mason	Rene G. Rodriguez	Hiroko Yoshimoto
Dolores A. Camarillo	Jesus J. Gonzales	Lucie Marsh	Karla Roff	Kathleen Young
Jesus Camarillo	Donna Grahek	Floyd Martin	William V. Rollins	H. O'Neil Ziegler
Laura J. Campbell	Anita K. Grotz	Teresa Martinez	Grace V. Rosmaier	
James Castren	Miriam E. Gunderson	Martin H. (Tuck) Mason	Jeanette M. Ross	
Jeri Chandler	LeRoy D. Haberman	Ben G. Matley	Lola Rudd	
Albert H. Clodius	Barbara Hall	Donald Matthews	Doris E. (Betty) Sahota	
Betty R. Coffey	Elton Hall	June I. McCaffrey	Judith Salazar	
Pandita Cole	John Hardoin	Lenora McCarthy	Rachael Santoyo	
Nadine M. Colt	Mary Jane Hardoin	Maxine McConathy	Francis J. Sattler	
Edith Conn	Verle (Tom) Harris	MoDean C. McCullough	Paul C. Ssheele	
Donald E. Cook	Judith A. Heard	Thomas A. McDannold	Elise Schneider	
Carlisle C. Cooper	W. Ray Hearon	William H. McEnroe	Deanna Schultz	
Judith Costales	Sheelah Henry	George B. McNeely	Michael Seely	
Carol Cressman	Charles J. Hewson	Ruth D. McPherson	Mitchell L. Smith	
Harry R. Culotta	Lola Jean Higby	Don B. Medley	Maynard E. Sommer	
Loretta Curtin	Audrey M. Hill	Michael Meeks	Virginia Sommerhauser	
Gerald R. Curtis	Barbara Hoffman	Sheldon M. Mehr	Jorita Sorensen	
Marie D'Agay	Cheryl Holt	Gail Metcalf	Jean Spencer	
Agnes Dachtler	Carol Howe	Fred Meyer	Talle E. Sutton	
Charles C. Dahl	Eleanor R. Hudson	Patricia J. Michaelson	Robert Stephens	
Donna Daniel	Jack R. Hudson		Edith J. Stone	



The Association's oldest retiree, George McNeely, has pledged to match, dollar-for-dollar, up to \$25,000 in pledges from the membership to support the Legal Fund. For this reason, we are very proud to announce

## The George McNeely Matching Pledge Drive

*Will you be the first to answer George's challenge?*

*Consider making a pledge that can be fulfilled with a future contribution,  
if you are unable to contribute today*

Name: (print) \_\_\_\_\_

I pledge to contribute the amount of \_\_\_\_\_ dollars, when needed,  
to support the lawsuit against the District.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Please Mail to: Vivian Lockard, Secretary/Treasurer  
VCCCDRA  
P. O. Box 6216  
Ventura, CA 93006-6216

**Executive Board**

Rene G. Rodriguez, President  
Gary Johnson, Past President  
Harry Culotta, Vice President  
Vivian Lockard, Secretary-Treasurer

**Benefits Committee**

Gary Johnson, Chair

**Political Committee**

Gary Morgan, Chair

Place  
41¢  
Stamp  
Here