

Fall 2006

Ventura County Community College District Retirees' Association

The Monitor

Report by Incoming President Rene Rodriguez

As you well know, this past year has brought the focus of the Retirees' Association on the health benefits provided by the Ventura County Community College District to all those members who earned a lifetime benefit of health insurance paid for by the District. For the first time in the 32 year history of the District providing health benefits to its employees, effective last July 1, 2005, employees and retirees had to begin paying an increase in deductibles and co-pays for medical services and prescriptions resulting this past year, under the new plan, in what we estimate to be an 8 times average increase in costs for our retirees.

We considered this action a breach of contract of vested rights for retirees in all categories, and as a consequence, the Retirees' Association hired prominent attorney, Robert J. Bezemek of Oakland in April of 2005, to help us prepare to bring our case to the District. Bezemek assigned associate attorney Marty "Marty" Fassler to our case, and Marty has been working closely with us, and prepared the claim letter that was sent to the District on June 6 and the amended claim sent on July 18. He also set up our first meeting date with the District on August 30, which the District canceled a few days before we were to meet. A new meeting date with the District has been set for September 25.

Much credit needs to be given to our Benefits Committee, led by chair Gary Johnson, for guiding us and helping our attorneys gain the needed information for our claim. Since our last general membership Special Meeting of July 12, the Benefits Committee has met seven times, approximately once a week. Members of the Benefits Committee are the ones who have been dealing with all issues connected with our health benefits on a continual basis. Although there is self interest involved, we owe them a debt of gratitude for their fine work and dedication to this vital cause.

I understand this is a longer issue of The Monitor than usual. Much of the information in this edition is included to help bring an understanding of where we stand with the District regarding our health benefits, and what the Retirees' Association is doing on your behalf to regain them. There is probably no matter more vital to us as retirees than the preservation of

our health benefits.

Consequently, the Benefits Committee decided recently that it is time to prepare in earnest for a lawsuit against the District, and this will require the necessary funds to do it. By now you should have received a letter asking that each retiree contribute \$500 to our legal fund. The letter explains why the time has come to take this important step towards convincing the District that we will not give up our hard-earned, vested health benefit rights. The text of the letter is reprinted below as part of the Benefits Committee Report.

To reach our funding goal of \$240,000, we need an average contribution of \$500 from our membership. We are urging those who can contribute more to do so. Bear in mind that many of our retirees are now paying much more than this amount in increased medical and prescription costs due to the health plan changes imposed unilaterally by the District, and these increased costs will continue from now on, with more changes anticipated from the District unless we stop them now. Your officers and members of the Benefits Committee are all confident that we can regain our benefits if we fight this, and if you read and study the claim letter carefully, you will understand why. A summary of the claim letter appears in this newsletter under the Benefits Committee Report.

Luncheon Meeting of Benefits Committee with Attorney Marty Fassler on July 12

On July 12, 2006, members of the Benefits Committee, Stan Bowers, Barbara Hoffman, Gary Johnson (chair), Vivian Lockard, Bob Long, Bob Lopez, Gail Metcalf, Gary Morgan, Gil Putnam, Gil Ramirez, Dave Thomas, Manny Turse, John Woolley, and members of the Executive Board, Barbara Buttner, Harry Culotta, Gary Johnson, and Rene Rodriguez, had an opportunity to meet for the first time in person with attorney Martin ("Marty") Fassler from the Law Offices of Robert J. Bezemek over lunch prior to the Special Meeting for the general membership scheduled for the same day at 4 p.m. at the Courtyard by Marriot in Oxnard. The purpose of the

meeting was to give Benefits Committee members an opportunity to get acquainted with Marty and to allow them to review issues and ask questions of him. The meeting lasted approximately three hours and afterwards committee members expressed very positive remarks about the fruitful exchanges with Marty. (Please note that lunch was at no cost to the Retirees' Association)

VCCCD Retirees' Association July 12 Special Meeting of the General Membership

At 4 p.m., the Special Meeting was held in a large conference room in the Courtyard by Marriot, with approximately one hundred members attending the meeting. Copies of the claim letter submitted to the Chancellor and to the Board of Trustees were made available at the meeting, as well as updated lists of lifetime members and members paying dues on an annual basis, and members who have contributed to the legal fund. These lists were provided as a check for our records to make sure they represent an accurate list of contributors. Barbara Buttner made herself available to collect dues and contributions to the legal fund. Hors d'oeuvres were served and a no-host bar was provided for attendees.

Before turning the meeting over to Gary, I introduced Harry Culotta as new Vice President, and Barbara Buttner who is continuing her role as Secretary-Treasurer for the Retirees' Association, both for two year terms. I also thanked and acknowledged those members of the Association who took the time to assist us in making phone calls to members who had yet to respond to the survey that was sent out by Don Medley. Again, thank you Harry Culotta, Chuck Dahl, Lois Denardo, Barbara Hoffman, Gary Johnson, Vivian Lockard, Bob Long, Bob Lopez, Gail Metcalf, Gary Morgan, Don Paillette, Jerry Pauley and Octavio Sifuentes.

The bulk of the meeting was taken up by the session presided over by Gary Johnson. He gave a thorough report on the deliberations of the Benefits Committee, a summary of the communications with attorney Marty Fassler since his last report to the membership, and where we stood with the District. Two important parts of his report included his estimate of the increased health care costs to retirees on average (up to \$1M on an annual basis) since the District implemented the changes on July 1, 2005, and an estimate of the kind of funds that will be required (approximately \$240,000) to take the District to court. These are two very important facets of our case as they relate to each other in terms of costs. One will be an ongoing annual cost if we do nothing, and one will be a one-time cost if we decide to sue. Gary also introduced Marty Fassler, associate of Robert Bezemek, who made references to the claim letter and the strong case he feels the retirees have against the District.

Amended Claim Letter

On July 18, 2006, Marty Fassler sent an amended claim letter to the attorneys for the District. It included additional information and allegations, some smaller revisions, and Exhibit 1 that describes the health plans before and after July 1, 2005, and Exhibit A, a revised list of names and addresses of claimants. A copy of this letter (without Exhibit A due to its size) was e-mailed out to all members with known e-mail addresses a few days after the date of the letter, and copies were made available to those attending the Special Meeting on July 12 (a copy is available at <http://www.vcccdra.org>).

Letter from Keenan & Associates Denying the Retirees' Claim Against the District

We received a letter dated August 17 from Keenan and Associates denying the Retirees' Association claim against the District, and warning us that we had 6 months from this date to file a lawsuit. We were expecting to receive such a letter denying our claim at some point. However, we expected such a letter to come after the District met with us, and after making an attempt to negotiate an agreement with us. On the other hand, we expected this letter to come from the attorneys the District hired to negotiate with us, not an insurance broker that has essentially been replaced by another insurance broker and is no longer under contract to the District (a copy of this letter available at vcccdra.org).

An accompanying letter from Marty Fassler indicated that the denial of the claim "was not unexpected, and it does not mean the District has decided against settling – it is just a necessary formal step." Further, "Josh Morrison, the lawyer for the District, had asked for extension of time in which to respond, and I had agreed to extend the time until late September, but here it is. So either Morrison and Keenan were not communicating well, or the District changed its mind" (a copy of this letter is available at vcccdra.org).

Cancellation of the August 30 Meeting Between District Reps and Retirees

Our attorney, Marty Fassler, received a call from attorney for the District Josh Morrison on August 25 saying there was no point meeting since they were unable to get the information we requested from Blue Cross, and partly due to the District's relocation. When Fassler asked Morrison about what information he was able to collect, Morrison said he wasn't sure, suggesting that there was confusion due to the District's move. Morrison requested a postponement for about two weeks with

no specific date in mind. This was a disappointing development, and one that we hope does not forebode continual delays on the part of the District.

After further communication between Fassler and Morrison between August 28 and September 1, the District suggested a new meeting date of September 25, which we accepted.

The August 30 meeting was to be the first meeting of our representatives with theirs. It was to have given us an indication as to the seriousness with which the District was taking our claim against them. As experienced former employees of the District, we know the District is given to strategies and tactics to try to discourage and wear opponents down. It is difficult to dispel this negative view of the District with this recent development.

Membership Survey

At last count, 453 members have responded to our survey, 426 of whom are receiving benefits. Per Don Medley, we have a total of 545 retirees. So there are still members who have not responded to our survey.

The survey addresses basic information such as year hired as a full-time employee, year retired, whether you are eligible for Medicare and whether you wish to have your name added to the claim letter that has been sent to the District.

The District wants to know whether we are representing some, most or all of our retirees. To date 411 members have indicated they wish their names included in the claim letter. **If you still have not responded to this survey, please call Don Medley at 805-482-8761 and it will just take a few minutes to get the needed information.**

Chairs of Benefits Committee and Political Committee

For the record, please note that in early July, I asked Gary Johnson to chair the Benefits Committee and Gary Morgan to chair the Political Committee for the Retirees' Association, and both accepted.

In Conclusion . . .

I want to thank committee members, all volunteers and the officers of the Retirees' Association for their participation in work thus far that needs to get done in order for us to prosper as an organization and as individuals, particularly in regards

to our health benefits with the District.

We believe that right is on our side, and we will do everything within our power to make it come out that way, but we will need the concerted support of every member of the Retirees' Association. We must take action to reclaim our rights, and we are taking action, or things can only get worse. The District has shown a willingness to meet with us, but we will not know if it is in good faith, or not, until our first meeting on September 25. Wish us well.

Rene Rodriguez
President, VCCCD Retirees' Association

Member Happenings

Jan Janssen reports that she took a month's trip this summer to Pennsylvania to see family and friends.

Stella Matsuda reports: "Still actively involved in dance. Teaching tai chi and dance for the park district, which is nice for me. Also artistic director of Alleliua Dance Theatre, which I founded in 1977. And now President of the International Organization of Sacred Dance Guild. In this capacity, I am having to travel to Toronto to a World Dance Conference, to CT, MD, and other areas in the U.S. Family is growing up with first granddaughter graduating high school and last grandson entering kindergarten."

Cheryl Shearer reports that her son Darren got married in July. Her travel plans include a cruise to the Caribbean and the Amazon River in November or December 2006.

Pauline Stringer-Eilers reports: "We moved to Dallas on December 8, 2005. We are living in a beautiful independent living high-rise called 'Classic by Hyatt.' Love it here!"

Sinc Wall reports that he and his family cruised around Europe during August 2006.

Tell us your news about family, travel, professional activities, favorite pastimes, or whatever you want to share with your fellow retirees. Send us a note at:

VCCCD Retirees' Association
P.O. Box 6216
Ventura, CA 93006-6216

Minutes of the Special Meeting of July 12, 2006

Minutes of Special Meeting
VCCCD Retirees' Association

June 12, 2006
Courtyard Marriott Oxnard
4 – 6 PM

Newly elected President Rene Rodriguez called the meeting to order at 4:15 PM. He stated that the purpose of the meeting was to update members on the status of efforts directed to health benefits and to meet Marty Fassler, the attorney representing the retirees' association on this issue. President Rodriguez introduced incoming Vice President Harry Culotta, and Secretary-Treasurer Barbara Buttner. All officers will serve a two-year term, from July 1, 2006 - June 30, 2008.

President Rodriguez acknowledged those individuals who did follow-up calls on Don Medley's survey. Medley provided an overview of the recent survey results, noting that the District has 679 retirees: 538 retirees are still alive and active, and 135 former retirees are now deceased.

The survey yielded 398 responses: District Office (38); Moorpark College (114); Oxnard College (63); Ventura College (182); Unknown (1). The 398 respondents represent a total of 8,791.56 years of service to the Ventura County Community College District. (Editor's note: The numbers have changed since July 12.)

Of the 398 respondents, 379 are eligible for medical benefits and 14 are not eligible. Of the 398 respondents, 113 said they are eligible for Medicare, 268 are not eligible for Medicare, and 17 are unsure about their eligibility.

President Rodriguez introduced Gary Johnson and stated that in addition to the role of Immediate Past President, Johnson had agreed to serve as the chair of the Benefits Subcommittee. Johnson thanked Gale Metcalf and Barbara Buttner for their service as vice president and secretary-treasurer during his presidency and then introduced members of the Benefits Subcommittee: Bob Long, John Woolley, Barbara Hoffman, Don Medley, Gil Putnam, Bob Lopez, Gil Ramirez, Stan Bowers, Gary Morgan, Gail Metcalf, Harry Culotta, Vivian Lockard, Manny Turse, and Dave Thomas.

Johnson indicated that this subcommittee had met earlier in the day with counsel. He provided an overview of the work with that firm and indicated that copies of the Claim against the District would be sent via email the following day. For those without access to a computer, limited copies of the Claim were available at the meeting.

Johnson said the District wanted to talk about the Claim. He also noted that with the increased deductible of \$200 on medical and \$50 on prescriptions, there was an increase of \$700,000 to \$1.1 million in costs to retirees during the past year. Johnson requested that those members who had not already done so please see Barbara Buttner to pay their membership dues and support the legal fund.

Johnson introduced Martin Fassler of the Law Offices of Robert J. Bezemek and provided an overview of his legal experience since 1972. Fassler summarized his work with the Benefits Subcommittee since last summer and led a Q&A session with retirees to clarify objectives in the area of health benefits.

President Rodriguez adjourned the meeting at 5:45 PM.

Barbara C. Buttner
Secretary-Treasurer
VCCCD Retirees Association

Liability of Association Officers and Members

Our attorney has researched the question of the liability we could acquire as a consequence of filing a lawsuit against the District. The conclusion is that neither an officer or member of an association is liable for the association's debts or legal wrongs unless that person himself does something improper to another person or organization, or unless he/she agrees to accept personal responsibility for carrying out some obligation. Since our lawsuit could not be deemed frivolous, neither our officers or members would come under any personal jeopardy.

Gary Johnson
Past President &
Chair, Benefits Committee

Benefits Committee Report by Chair, Gary Johnson

Summary of "Claim" Against the District

In June our attorney presented a sixteen-page pre-lawsuit "claim" to the District stating our position on the changes the District made in retiree benefits.

The "claim" briefly reviews the history of District retiree promises to faculty, classified, management and supervisors:

- 1) All current retirees were employed before 1990 under contracts promising retiree health benefits for life if as employees they met age and years of service requirements.
- 2) Every contract states the District will continue Blue Cross, dental and vision coverage under existing plans or under plans providing at least equivalent benefits, and every October 1, the District promises to increase the amount it paid for health insurance coverage by the amount needed to continue the coverage.
- 3) Retiree health benefits are "deferred compensation," earned during employment and promised in retirement.
- 4) Once promised, the District cannot disregard its promises without violating contractually "vested" rights. Our attorney believes that the promise is made at the time of initial employment.
- 5) In 2005, the District breached its contractual agreements by imposing additional out of pocket payments on retirees for the benefits they received.
- 6) Requiring retiree health benefit contributions in the form of payments not previously required impairs the contract obligations of the District.
- 7) In negotiating contracts or in communication with employees at the time of retirement, the District never announced or made known it had the continuing right or authority to reduce retiree benefits coverage or increase our-of-pocket charges for coverage.
- 8) District changes in health benefits imposed on retirees violate reasonable expectations by retirees based on contract language and historical experience.
- 9) Vested retiree health benefits cannot be bargained away through negotiations or agreements between the District and any of its unions or associations and can only be changed with retiree consent. Labor organizations do not and cannot represent retirees.
- 10) The District is liable for fraud, misrepresentation, and conspiracy to commit fraud as a result of the retiree benefits changes it made in 2005.
- 11) The amount of financial loss claimed by retirees will place the case against the District in the jurisdiction of the Superior Court.

Immediately after receiving the "claim" the District asked to meet with retiree representatives and our attorney to discuss a resolution of the charges in the "claim." In the meantime, the District has rejected the "claim" and postponed the scheduled meeting from August 30th to September 25th. Rejection of the "claim" was expected and we are still willing to meet with the District to try to negotiate a resolution favorable to our membership. However, by coupling the "claim" rejection with the nature of the excuses used for postponing the meeting, we have come to doubt how serious the District is about finding a mutually acceptable resolution and to wonder about how much time it has invested in the endeavor.

We believe we have no recourse but to proceed with preparation for a lawsuit, since doing so will be quite time consuming, and we face a February 17, 2007, filing deadline. (Note: copy of actual claim letter at <http://www.vcccdra.org>).

Gary Johnson
Past President &
Chair, Benefits Committee

Support the Legal Fund

(Text of Letter Sent by Benefits Committee to Membership Reprinted Below)

More than 400 or 95% of retirees responding to our survey on retiree information have asked to have their names listed as supporting the "claim" the Retiree's Association has filed against the District. The "claim" argues forcefully that the

District has broken promises it made to those whose combined 10,000 years of service earned them lifetime District paid medical benefits.

The District – unilaterally – and significantly altered retiree health benefits last year. The Chancellor's letter to us in May, 2005 said "We (the District) are exploring some modest plan design changes."

Our calculations indicate that the "modest changes" – higher deductibles and increased prescription costs – the District has imposed have cost us collectively in the first year between \$800,000 and \$1,100,000 dollars more than we were paying under the plan we had when we retired. This amounts to an average of \$ 995.00 per year for each retiree and each dependent. 70% of the increase is due to higher prescription costs. A new study was just published stating that the average over sixty-five year old with two doctors was issued 27 prescriptions in a year. The above figures were calculated on an average of 6 prescriptions per year.

Worse yet, after only one year, more changes have been imposed. The District has changed the vision care provider for retired managers and classified employees. Also, retired managers and classified employees have had a co pay modification imposed on them. The District has also imposed a cap on the amount it will pay for their benefits, which means that each year when Blue Cross raises premiums, either coverage will be cut further, or more out of pocket charges will be required to maintain coverage. These changes will likely be imposed on retired faculty after contract negotiations next year.

(Please read the above paragraphs again and think seriously about the deterioration in medical benefits that has already taken place and will continue in the future and consider how it has and will continue to affect you personally.)

After receiving the "claim", the District asked to meet with retiree representatives and our attorney to explore settlement of our differences. As of now, the District has rejected the "claim" – which was not unexpected - and has postponed the scheduled meeting from August 30 to September 25.

We on the Retirees Benefits Committee are not optimistic that the District will be willing to backtrack and make significant adjustments in the benefit plan we are now living with.

Therefore, Committee members unanimously agree that while we negotiate in good faith with the District, we must now proceed with preparations to file a lawsuit against the District to prevent erosion of our promised benefits. The filing deadline is February 17, 2007.

That's where you come in. Preparing a lawsuit takes money, and we estimate that we need upwards of \$ 240,000. It's a large figure, but a figure that pales in comparison to the fact that we have already collectively paid out more than three times that much in just the first year of the reduced benefit medical plan the District has imposed on us, and every year it will get worse.

We appreciate that most of you have responded to our request for \$200 to create a legal fund. That money enabled us to start the process and demonstrate to our attorneys and the District that we are serious. But, we must be prepared to follow the process through to completion.

So we are asking each retiree to contribute \$500 more to the legal fund. If you can afford to contribute more, we urge you to do so. We understand that we did not all retire with the same pension incomes and that this level of contribution may well be a hardship on many retirees. If this amount is very difficult, we ask you to make a monthly contribution. We need as much of the money (or pledges for monthly contributions) as possible by October 15th. Rest assured that any money left in the legal fund at the end will be refunded on a pro rata basis.

We must be unified and show steadfast resolve in confronting the leaders of the District or they will be allowed, at our expense, to get away with decisions that are very detrimental to us and, we believe, illegal.

As retirees, we are in various stages of health and financial condition in our aging process, and many of you have shared various sad stories with us. If you are currently healthy and have limited medical expenses, count yourself fortunate, but please empathize with those less fortunate, and understand that as we get older, we will all increasingly need the medical benefits the District promised us.

If we don't act or contribute now, those benefits will not be there when we need them. That is a certainty. Please fill out the enclosed form and send your contribution to the VCCCD Retiree's Association Legal Fund.

We believe in the case we have against the District and are optimistic about the outcome of the lawsuit. If we did not, and were not, we would have just accepted what the District has done and we would not be asking you for more money to make a lawsuit possible. Please join us in supporting our cause. Without each other, we are at the mercy of the District's whim, whether we believe we have a contract that says otherwise or not. We must challenge the District belief that they can ignore their original promises to us and we must set a precedent for the future that stops them from changing our benefits whenever it suits their purpose.

Names to contact members of your Retiree's Association Benefits Committee are as follows (any member may be contacted by writing to vcccdra@yahoo.com):

Gary Johnson
Rene Rodriguez
Barbara Hoffman
Vivian Lockard
Bob Long
Gil Ramirez
Stan Bowers
Dave Thomas
Don Medley
Bob Lopez
Manny Turse
Don Matthews
Gil Putnam

John Woolley
Gary Morgan
Gary Johnson
Past President &
Chair, Benefits Committee

Political Committee Report by Chair, Gary Morgan

The Retirees' Association Political Committee has had a busy month. At this point, the committee has interviewed all candidates who are running for the VCCCD Board of Trustees.

In every case, the interviews and discussions have been productive, and committee members have made very clear our concerns about benefits, as well as the direction of the district.

The interviews with the two incumbents went very well. Both incumbents indicated that they wanted to find a way to resolve our benefit issues without having to resort to a legal battle, and each promised improved access and communication. As a result of those discussions, the committee plans to initiate meetings with the remaining two trustees (Larry Miller and Bob Huber) who are not running for office.

Three people are running for the seat being vacated by Trustee Mary Anne Rooney. That area represents Ventura and North Oxnard. Candidates are Steve Blum, Darren

Hayes, and Meredith McKenzie.

In the Oxnard area, incumbent Art Hernandez is opposed by Louise Franco, and in the Thousand Oaks area, incumbent Cheryl Heitmann is opposed by Patrick Easley.

The committee will make any recommendations for endorsements to the association's Executive Board, and any ensuing recommendations will be taken to the membership for action at the Sept. 27 meeting.

Political Committee members include Rene Rodriguez, Larry Manson, Gary Johnson, Harry Culotta, Gil Ramirez, and chair Gary Morgan. Bob Long, President Emeritus of Ventura College, also participated in the interviews of the incumbents.

Gary Morgan
Chair, Political Committee

VERY - VERY - VERY IMPORTANT!!

WE HAVE BEEN TRYING TO COLLECT INFORMATION TO HELP OUR LAWYERS AS THEY REPRESENT US IN NEGOTIATIONS WITH THE DISTRICT. AS OF 9/22/06 WE HAVE HAD 453 RESPONSES WITH 11 OTHERS THAT EITHER DO NOT WISH TO BE REPRESENTED OR ARE TOO ILL TO RESPOND.

WE STILL NEED SURVEY DATA FROM THE FOLLOWING PEOPLE.

IF YOU KNOW ANY OF THEM, PLEASE ASK THEM TO GET IN TOUCH WITH ME AS SOON AS POSSIBLE.

David and Jean Abraham
Mary Beers
Madaline R. Braun
Carl Burkert
Francis W. Carrigan
Dolores Casuga
Marjorie Corbell
Jose de Guzman
Lucille Edgar
Ruby Filar
Bernie Ford
Joseph Gonzales
John Hanft
Jim Jarvaise
Diana Loez
Alexander Marziani
Bennie Molina
Johnna Morton
Garland Orr
Joel Rapose
Raymond L. Scalf
Barbara Smith
Diane Stephens
Carmen S. Taylor
Mary Urquidi
Elaine Wefel

Donald Anderson
Don Birdwell
Gerald Bridgeman
Charles Campo
Burl Carter
Crispin Casunuran
Barrett Culmback
John Dempsey
Judith Farrell
Linda Fintel
Susan Gaddie
Lynn Greig
Rosalio Haro
Achla Jindal
Joyce Lundy
Thomas McAdam
JoAnn Moore
David Murphy
Richard Phelps
Clarence (Don) Richardson
Janet Schuette
Don L. Smith
Irma Stewart
Robert J. Tufts
Florencia Wallace
Carol Woodward

Mary Shannon Baker
Margaret Boles
Jane Broadbooks
Rafael Carranza
Edmund Castro
Raymond Centeno Sr
Willadean Cummings
Patricia Earl
James Ferguson
Dallas Flanigan
Peter Gaeta
Peter Gucciardo
Wilmer Ingram
David Leyba
George Martinez
Michael McGann
Richard Morales
Norlene Neal
Arthur Preston
Daniel Rios
Pam Sheridan
Joan Smith
Bill Studt
Neriman Urkmez
JohnRoger Walters

We need your job title when you retired; month and year hired and when you retired; did you receive District-paid medical benefits?; were you eligible for Medicare when you retired?; were you eligible later?; what institution did you retire from?; can we include your name and address on the claim? ***WE NEED THIS INFORMATION EVEN IF YOU DO NOT GET DISTRICT PAID BENEFITS.***

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 or Don B. Medley, 110 Flora Vista Avenue, Camarillo, CA 93012.

Thank you for your continued support.

Don B. Medley

Address and Telephone Update

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.

Donald Anderson
Rafael Carranza
Patricia Earl
Joyce Gammon
Peter Gucciardo
George Martinez
Norlene Neal
Barbara Smith
Florencia Wallace

Madaline Braun
Willadean B. Cummings
Ruby Filer
Joseph Gonzales
Joyce Lundy
Alexander Marziani
Moretta Nelson
Diane Stephens

Gerald Bridgeman
Jose de Guzman
Dallas Flanigan
Lynn Grieg
Gregory Marquez
Maxine McConathy
Garland Orr
Mary Urquide

Please correct your roster with the following changes:

Shirley & Paul Baskin

Carole (Lynne) Doria

Ruth Hunt

David Lebya

Pauline Stringer-Eilers

Joyce Parkel

Telephone number Adds/Changes:

Charles Molnar

Name Changes:

Stephen M. Alcocer to Steven M Alcocer

Email Address Changes:

Lois Denardo
Sheelah Henry
Teresa (Terry) Martinez
Don B. Medley
Jorita Sorensen
Susan Webster

Deceased:

Frank Sardisco
Pete Petro

VCCCD Retirees' Association Legal Fund

Raising money for the Legal Fund is the most important endeavor our Association has ever undertaken!

Please check the appropriate box on the form below and return as soon as possible.

Name: _____

_____ I will contribute a minimum of \$500 to the Legal Fund to prepare a lawsuit against the District. My check is enclosed for _____

_____ I will contribute my \$500 in monthly installments to the Legal Fund. My monthly installments will be in the amount of _____

_____ I cannot contribute \$500. My check for _____ is enclosed.

Please send your check or pledge to send money to us as soon as possible. The District is watching our fund raising activity as an indication of how serious we are about this lawsuit.

Make checks out 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**

Post Office Box 6216
Ventura, CA 93006-6216

Executive Board

Rene G. Rodriguez, President
Gary Johnson, Past President
Harry Culotta, Vice President
Barbara Buttner, Secretary-Treasurer

Benefits Committee

Gary Johnson, Chair

Political Committee

Gary Morgan, Chair

Look for us on the Web at
<http://www.vcccdra.org>