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**PROPOSAL FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT TO THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS PASADENA CHAPTER 777**

August 23, 2023

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The collective bargaining proposal presented herein by the Pasadena Area Community College District to the California School Employees Association and its Pasadena Chapter 777 is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Contract between the parties.

The following articles shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

ARTICLE 24
DISTRICT-SPONSORED INSURANCE PLAN AND BENEFITS

24.1 Agreement Terms

During the term of this Agreement, the District will pay the cost of a comprehensive program including health, dental, vision, and life insurance for employees (on a 75% or more assignment) and their dependents. These plans become effective at once, if the employee starts to work on the first day of the month; otherwise they are effective on the first day of the following month. A change of health-plan is permissible during the annual open-enrollment period in September for an effective date of October 1. Supplemental Term Life Insurance, on the employee only, may be purchased at time of employment or during the annual open-enrollment week in September. Membership in any of these group plans will continue as long as the employee is in paid status.

24.1.1 The maximum dental benefits shall be \$2,000.

24.1.2 The maximum income protection plan will be \$3,000 per month.

24.1.3 "Eligible" as used in this Article shall mean those unit members who have an average assignment of seventy-five (75%) percent or greater during the monthly period of service.

24.1.4 An employee may change his/her health plan during the annual open enrollment period, which is usually the month of September.

24.1.5 When on approved unpaid leave of absence, an employee may continue health and life insurance plans by paying the monthly premiums to the District by personal check by the first (1st) day of the month for which coverage is to continue.

24.1.6 An employee on paid sick leave continues to be covered by the District-sponsored insurance plans. Employees on unpaid sick leave may continue health, dental insurance, and employee assistance program for as long as the District indicates the employee is eligible for reemployment. In order to continue such insurance, the employee must transmit monthly contributions to the District in the manner set forth in

51 paragraph VI above. Continuation of life insurance may be possible. Employees must
52 meet eligibility and payment requirements of the plan.
53

54 24.1.7 In lieu of District coverage for an individual's health insurance plan (for those with
55 dual coverage) the District will provide during a ten-(10) month period an amount
56 equal to one-half (1/2) the cost of an individual premium of the District's lowest-
57 cost health plan for each member electing this option provided that:
58

59 (1) This option may be selected only during the open enrollment period for
60 health insurance or at the time of initial employment.

61 (2) Requests to change to health insurance coverage from the cash option
62 may be made only during the open enrollment period.

63 (3) Cash benefits provided under this plan must comply with Internal
64 Revenue Service Section 125.

65 (4) Those choosing this option must submit evidence of coverage and sign a
66 form provided by the Benefits Office in Fiscal Services.

67 (5) If this option is chosen, District paid medical insurance coverage will be
68 canceled effective October 1 of the year of the election of this option and will be
69 available again only at the next regular open enrollment period.
70

71 24.2 CSEA shall designate a representative to serve on the District Health Benefits
72 Committee.
73

74 24.3 Medical/Dental Insurance for Retirees

75 Eligible retirees may elect to continue coverage under District-sponsored medical and
76 dental plans on the same terms, including District-paid premium contributions, as
77 coverage is offered to full-time employees of the District, through the month in which the
78 retiree reaches age sixty-five (65).
79

80 In order to be eligible for this benefit, the retiree must meet the following criteria:

81 (1) Must have retired from District employment under the Public Employees'
82 Retirement System (PERS), or the State Teachers' Retirement System (STRS).

83 (2) Must be at least fifty-five (55) years of age at the time of retirement.

84 (3) Must have completed at least fourteen (14) years of service with the
85 District.

86 (4) Must have been eligible to receive District- sponsored medical and dental
87 benefits in his/her last full year of employment.

88 (5) Must be eligible for coverage under District's medical and dental plans.
89

90 If, following retirement, the retiree ceases to be eligible for receipt of retirement benefits
91 under PERS or STRS, the benefit described in this Article will also cease.
92

93 24.4 Early retirees who have not been employed by the District fourteen (14) years but who
94 have completed a minimum of five (5) years of service may elect to retain group
95 coverage under the District-sponsored medical and dental plans by paying the monthly
96 premiums to the District. Such premiums must be received by the District by the first
97 (1st) day of the month for coverage during that month.
98

99 24.5 For retirees who satisfy conditions 1 and 3 of Paragraph B of this Article, and ho have
100 attained the age of sixty- five (65), the District will pay \$1,440 annually, intended to help
101 cover the cost of Medicare supplementary insurance.

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~~24.6 — Wellness Incentive Program~~

~~All employees shall be eligible for the Wellness Incentive Program. For 110 consecutive, scheduled workdays worked with no attendance occurrence, or portion thereof, an employee will be awarded \$150.00. After the award is earned, the 110-day period shall begin to run again.~~

~~"Scheduled workday" means a day on which the employee is scheduled to work. It does not include days when the employee is on scheduled or approved vacation, holiday, jury duty, bereavement leave, personal necessity leave, industrial accident or injury leave, layoff or authorized leave of absence. The \$150.00 incentive will be included in the employee's regular salary warrant.~~

24.7 24.6 Computer Loan Program

Eligible employees are all regular monthly employees with PCC for one year and eligible for benefits. The maximum loan amount is \$4,000. There can be only one loan outstanding. The initial loan must be repaid in full before a subsequent loan can be processed. The maximum repayment period is two (2) years. There is no interest charged for this loan. The repayment method is through payroll deduction. A promissory note must be executed by the employee prior to funds being released to the vendor.

Signed and entered into this _____ day of _____, 2023.

FOR THE DISTRICT

FOR THE ASSOCIATION

