

1 PASADENA CITY COLLEGE FACULTY ASSOCIATION
2 TO THE
3 PASADENA AREA COMMUNITY COLLEGE DISTRICT

4
5 June 16, 2022

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7 **Heath Care for Part-Time Employees**

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9 **Part-time Employees**

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11 Part-time employees who are members of the bargaining unit, who have been employed two
12 previous semesters within the last six semesters, and as of Monday of the third week of
13 the semester who have teaching assignments of five hours or more per week for the
14 semester, or as of Monday of the fifth week of the semester are assigned the equivalent
15 of five hours or more per week of a non- teaching assignment shall be eligible to receive
16 Kaiser medical insurance.

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18 The District shall contribute an amount equal to the single party Kaiser Health
19 Maintenance Plan premium. In lieu of the Kaiser plan, eligible employees may elect a
20 composite dental or vision plan. Employees who lose non-District-provided coverage as a result
21 of divorce or death of a spouse shall be allowed to change their election; otherwise changes to
22 election of Kaiser or dental or vision plans are limited to the open enrollment period.

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24 If a part-time faculty elects the Kaiser medical insurance, he/she may purchase at his/her
25 cost, coverage for dependents, the composite dental, and/or vision insurance plan.

26 If a part-time faculty elects the composite dental or vision plan in lieu of the Kaiser plan,
27 he/she may purchase at his/her cost, coverage for the plan not covered by the District's
28 contribution.

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30 All premiums paid by any faculty for the purpose of purchasing health insurance shall be
31 pre-tax.

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33 In the event that during the college year a covered employee's load drops below the
34 number of hours stated above but is at least three hours per week during that
35 semester, the employee's coverage shall continue through that college year, except in
36 cases where the employee requests the reduction in load.

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38 Effective with the fall 2022 semester, once a part-time faculty member becomes eligible
39 for health benefits as set forth above if the part-time faculty member falls
40 below the required 5 hours (except when a reduction in hours is voluntarily requested by
41 the faculty member) he/she shall retain eligibility for at least two semesters.

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43 This benefit does not apply to full time employees of the District who teach overload
44 classes.

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