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**PROPOSAL FROM THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION
TO THE PASADENA AREA COMMUNITY COLLEGE DISTRICT**

September 15, 2022

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The collective bargaining proposal presented herein by the Pasadena Area Community College District to the Pasadena City College Faculty Association and is expressly made pursuant to the Education Employment Relations Act and the Collective Bargaining Contract between the parties. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 4
FRINGE BENEFITS**

4.1 BENEFIT PLANS

4.1.1 The District fringe benefits package for eligible unit members and, where applicable, their dependents, includes the following items under the District's current plans or such equivalent plans as it may designate:

- a. Medical Insurance - either PPO (Anthem Blue Cross) or HMO (Anthem Blue Cross/California Care, Kaiser).
- b. Dental care insurance – During the 2016-2017 open enrollment, members may select one (1) of the two dental plan options, which includes the following:

Option 1: (current plan) – Delta Denta (PPO – no changes)

Option 2: (Enhanced Plan) – Metlife (HMO – includes orthodontia & dental implants)

Details on the plan benefits are available in the Benefits Enrollment Guide which is available on the District website at

<https://pasadena.edu/hr/benefits/benefitsenrollment-forms.php>.

- c. Vision care insurance
- d. Life insurance (\$50,000) group plan. (District paid);
- e. Income protection (long term disability) – employees receive 66.67% of their monthly earnings up to a maximum monthly benefit of \$3,000; the plan includes an elimination period of 140 calendar days with a maximum benefit period of 12 months. (District paid);
- f. Employee assistance program – up to three free consultations per year with a qualified District-provided psychologist. (District paid);
- g. A plan by which unit members may establish tax-free Internal Revenue Code Section 125 accounts for the purpose of funding additional health care, child care, elder care, medical set-aside and other authorized services.

52 4.1.2. "Eligible" as used in section 4.1 shall mean those unit members who have an average
53 assignment of seventy-five percent (75%) or greater during the annual period of contract
54 service, those who qualify under Section 4.46 (below), or as otherwise required by the
55 Affordable Care Act (ACA).

56
57 4.1.3. In lieu of District coverage for an individual's health insurance plan (for those with dual
58 coverage) the District will provide an annual amount equal to one-half of the District annual
59 payment for the lowest cost medical insurance for each full-time unit member electing this
60 option providing that:

- 61
- 62 a. This option may be selected only during the open enrollment period for health insurance
63 or at the time of initial employment;
 - 64
 - 65 b. Requests to change to health insurance coverage from the cash option may be made
66 only during the open enrollment period;
 - 67
 - 68 c. Cash benefits provided under this plan must comply with Internal Revenue Code Section
69 125.
 - 70

71 4.1.3 Fringe Benefits Study Committee

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73 The campus-wide joint study committee shall study and report to the parties its findings
74 relative to fringe benefits programs, including, but not limited to, medical insurance plans
75 and designs for full-time and part-time faculty.

76 77 4.2 RETIREE BENEFITS (Full-Time Employees)

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79 4.2.1 The District will provide paid health and dental plans, up to the amounts specified in
80 Section 4.1 above, for retirees age fifty-five (55) to sixty-five (65), and their eligible
81 dependents, who have received these plans and in their last full year of employment when:

- 82
- 83 a. The current member is eligible to retire under the provisions of the State
84 Teachers Retirement System; and
 - 85
 - 86 b. The unit member has had at least fourteen (14) years of service with the District.
87 In order to continue to be eligible for this benefit the unit member must not be
88 employed in an organization in which the employee is required to contribute a
89 portion of his/her salary to a retirement plan associated with STRS or PERS in
90 the state of California.
 - 91

92 4.2.2 The coverage provided under 4.2.1 will continue through the month the retiree reaches
93 age sixty-five (65).

94
95 4.2.3 For retirees who satisfy conditions (a) and (b) of article 4.2.1 and who have attained the
96 age of sixty-five (65), the District will pay ~~\$1440~~ \$1,900 annually, intended to help cover the
97 cost of Medicare supplementary insurance.

98
99 4.2.4 Those retirees who meet all the requirements of 4.2.1 except for the fourteen (14) years
100 of service with the District and those retirees who have reached age sixty-five (65) may elect
101 to retain group coverage under the health plans by paying the monthly premiums to the
102 District. This provision is subject to the terms of the contract between the District and the

103 plan carrier.

104

105 **4.3 PERMANENT DISABILITY**

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107 During the term of this Agreement, the District will continue to provide the health and
108 dental benefits of Section 4.1 for those unit members between the ages of fifty-five (55)
109 and sixty-five (65) who have been employed by the District for at least fourteen (14)
110 years and who are granted a permanent disability allowance under STRS or PERS.

111

112 **4.4 OPTIONAL PRE-RETIREMENT PROGRAM**

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114 The District shall offer an optional pre-retirement reduced workload program to unit
115 members in accordance with rules and regulations adopted by the Board of Trustees
116 and the provisions of Education Code Sections 20815, 22713 and 87483.

117

118 **4.5 COMPUTER LOAN PURCHASES**

119

120 The District will provide to any regular monthly unit member an interest-free loan of up to
121 four thousand dollars (\$4,000) for the purchase of computer equipment/software. The
122 type of equipment and place of purchase is the choice of the unit member. Upon
123 presentation of an invoice, the District will provide a check, payable to the vendor. Equal
124 installments will be deducted from the unit member's regularly monthly salary check,
125 during a period of up to a maximum of two years, to repay the loan.

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129 Signed and entered into this _____ day of _____, 2022.

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131 FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

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