

**PROPOSAL FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT
TO
PASADENA CITY COLLEGE CALIFORNIA FEDERATION OF TEACHERS (PCC-CFT) LOCAL
6525**

September 3, 2026

This proposal is presented by the Pasadena Area Community College District ("District") to the Pasadena City College California Federation of Teachers ("PCC-CFT" or "Union"), pursuant to the Educational Employment Relations Act and the Collective Bargaining Agreement between the parties.

All other provisions of the Collective Bargaining Agreement shall remain unchanged except as set forth below:

Article 10
Retiree Benefits

10.1 Medical/Dental Insurance

- A. Eligible retirees may elect to continue coverage under District-sponsored medical and dental plans subject to the terms, conditions, and plan availability established by the District and insurance carriers, including District-paid premium contributions, as coverage is offered to full-time employees of the District, through the last day of the month in which the retiree reaches age sixty-five (65).
- B. The District reserves the right to change insurance carriers, plan administrators, benefit plans, or plan designs, provided substantially comparable coverage is maintained.
- C. In order to be eligible for this benefit, the retiree must meet the following criteria:
 - 1. Must have retired from District employment under the Public Employees' Retirement System or the State Teachers' Retirement System.
 - 2. Must be at least fifty-five (55) years of age at the time of retirement.
 - 3. Must have completed at least fourteen (14) total years of full-time permanent position service with the District; only service in a full-

37 time permanent position shall count toward the fourteen (14) years.

38 4. Must have been eligible to receive District-sponsored medical and dental
39 benefits in their last full year of employment.

40 5. Must be eligible for coverage under the District's medical and dental
41 plans.

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

44 E. Early retirees who have not been employed by the District for fourteen (14) total
45 years in a full-time permanent position, but who have completed a minimum of
46 five (5) years of service may elect to retain group coverage under the District-
47 sponsored medical and dental plans by paying the monthly premiums to the
48 District. For employees hired on or after July 1, 2011, the minimum service
49 required will be ten (10) years. Such premiums must be received by the District
50 by the first (1st) day of the month for coverage during that month.

51 F. Retirees who satisfy conditions 1 and 3 of Paragraph C of this Article, and who
52 have attained the age of sixty-five (65), shall apply for and enroll in Medicare Parts
53 A and B. Upon satisfying these conditions and submitting proof annually of
54 Medicare B enrollment (such as a copy of their Social Security statement denoting
55 the Medicare Part B premium deduction), the District shall pay the standard
56 Medicare Part B premium rate not to exceed \$1,900 annually. This amount will be
57 based on the standard Medicare Part B premium rate annualized for the benefit
58 year in which it is paid.

59 G. Eligible retirees who decline District-sponsored retiree medical and/or dental
60 coverage at retirement, voluntarily discontinue coverage, fail to pay required
61 premiums, or allow coverage to lapse for any reason will permanently lose eligibility
62 and may not re-enroll in District-sponsored retiree medical and/or dental coverage
63 at a later date.