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 9
Health and Welfare Benefits

9.1 During the term of this Agreement, if the average total cost of the premiums for providing employee medical benefits for any year of this Agreement increases over the prior year by more than 10%, the District may need to take employee medical benefit cost containment measures, including benefit plan modifications. Before implementing such measures, the District and employee groups will meet to consider any and all alternatives to the proposed plan modification(s) and/or cost containment measures. Insurance benefits for PCC-CFT employees will not be less than those of any other employee group.

9.2 The maximum income protection plan will be 66.67% of an employee’s monthly salary up to $3,000 per month.

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

9.4 Employees enrolling dependents in District-sponsored coverage must provide documentation verifying dependent eligibility as required by the District and plan administrators. Failure to provide requested documentation within required timelines may result in denial or termination of dependent coverage.

9.5 An employee may change their health plan during the annual open enrollment period.

9.6 When on approved unpaid leave of absence, an employee may continue health and life insurance plans by paying the monthly premiums to the District no later than the first (1st) day of the month for which coverage is to continue.

9.7 An employee on paid sick leave continues to be covered by the District-sponsored insurance plans. Employees on unpaid sick leave may continue health insurance, dental insurance, and employee assistance program for as long as the District determines 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 paragraph 9.6 above. Continuation of life insurance may be possible. Employees must meet eligibility and payment requirements of the plan.

9.8 In lieu of District coverage for an individual's health insurance plan (for those with dual coverage) the District will provide an amount equal to one-half (½) the cost of an individual premium of the District's lowest-cost health plan for each member electing this option, provided that:

A. This option may be selected only during the open enrollment period for health insurance or at the time of initial employment.

B. Cash benefits provided under this plan must comply with Internal Revenue Code (IRC) Section 125.

C. Those choosing this option must submit evidence of coverage and sign a form provided by the Benefits Office every year during open enrollment via the online benefits administration system.

D. If this option is chosen, District-paid medical insurance coverage will be canceled effective October 1 of the year in which this option is elected and will be available again only at the next regular open enrollment period.