

1                                   **PROPOSAL FROM THE**  
2                                   **PASADENA AREA COMMUNITY COLLEGE DISTRICT**  
3                                   **TO THE**  
4                                   **PASADENA CITY COLLEGE FACULTY ASSOCIATION**

5  
6                                   **June 16, 2025**

7  
8                                   *(Following Faculty Association counter-proposal earlier in same session)*

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11   The collective bargaining proposal presented herein by the Pasadena Area Community College  
12   District to the Pasadena City College Faculty Association and is expressly made pursuant to the  
13   Education Employment Relations Act and the Collective Bargaining Contract between the parties.

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

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18                                   **ARTICLE 4**  
19                                   **FRINGE BENEFITS**

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21   **4.1 BENEFIT PLANS**

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23                   **4.1.1** The District fringe benefits package for eligible unit members and, where applicable, their  
24   dependents, includes the following items under the District's current plans or such  
25   equivalent plans as it may designate:

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27           a.   Medical Insurance - either PPO (Anthem Blue Cross) or HMO (Anthem Blue  
28                Cross/California Care, Kaiser).

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30           b.   Dental care insurance – Eligible unit members may select one (1) of the two dental  
31                plan options, which includes the following:

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33                                   Option 1: Delta Dental (PPO)

34                   Option 2: MetLife (HMO – includes orthodontia & dental implants)

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36           c.   Vision care insurance

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38           d.   Life and Accidental Death and Dismemberment (AD&D) insurance group plan  
39                (\$50,000) or (\$25,000) if eligible unit member is age 70 and over. (District paid);

40  
41           e.   Income protection (long term disability) – employees receive 66.67% of their  
42                monthly earnings up to a maximum monthly benefit of \$3,000; the plan includes an  
43                elimination period of 140 calendar days with a maximum benefit period of 12  
44                months. (District paid);

f. A choice of the following two employee assistance programs (EAP):

- a. Anthem EAP, which offers up to six (6) free counseling visits per person, per issue, per year, and is available to all District employees and their eligible dependents; or
- b. Lincoln Employee Connect EAP, which offers up to five (5) free counseling visits per person, per issue, per year, and is available to full-time benefit eligible employees

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.

**4.1.2** "Eligible" as used in section 4.1 shall mean those unit members who have an average assignment of seventy-five percent (75%) or greater during the annual period of contract service, those who qualify under Section 4.4, or as otherwise required by the Affordable Care Act (ACA).

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

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

**4.1.4** Fringe Benefits Study Committee

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

**4.1.5** Part-Time Faculty Health Insurance

4.1.5.1 Part-time employees who are members of the bargaining unit, who as of Monday of the third week of the semester have assignments greater than or equal to 40%

of the minimum full-time teaching assignment shall be eligible to enroll in single coverage Kaiser medical insurance. Eligibility determination is done semester-by semester for Fall and Spring terms only. Part-time employees who qualify in the Spring Semester shall be eligible for benefits in the subsequent summer session. Part-time employees who qualify in the Fall Semester shall be eligible for benefits in the subsequent winter session. Coverage will begin on the first day of the month following the beginning of the semester (fall or spring).

4.1.5.2 The District shall contribute an amount equal to 80% of the single party Kaiser Health Maintenance Organization (HMO) plan premium with the employee contributing 20% of the single party Kaiser HMO plan premium. In lieu of the Kaiser plan, Eligible employees may elect a composite dental and/or vision plan up to the cost of the District's medical contribution.

4.1.5.3 Part-time faculty who elect the Kaiser HMO insurance may purchase at their own cost, Kaiser coverage for dependents, composite dental insurance, and/or vision insurance.

4.1.5.4 All premiums paid by any faculty via payroll deductions for the purpose of purchasing health insurance shall be pre-tax.

4.1.5.5 In the event that the assignment load drops below 40% of the minimum full-time teaching assignment at any point in the term, or the employee fails to make the required contribution in excess of their payroll deduction, their coverage will end effective the first day of the next month.

4.1.5.6 The parties agree to reopen Article 4.1.4 if changes to the State funding or structure of part-time benefits results in a decreased level of reimbursement to the District.

## **4.2 RETIREE BENEFITS (Full-Time Employees)**

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

- 126 a. The current member is eligible to retire under the provisions of the State Teachers  
127 Retirement System; and  
128  
129 b. The unit member has had at least fourteen (14) years of service with the District. In  
130 order to continue to be eligible for this benefit the unit member must not be  
131 employed in an organization in which the employee is required to contribute a  
132 portion of his/her salary to a retirement plan associated with STRS or PERS in the  
133 state of California.  
134

135 4.2.2 The coverage provided under 4.2.1 will continue through the month the retiree  
136 reaches age sixty-five (65).  
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138 4.2.3 For retirees who satisfy conditions (a) and (b) of article 4.2.1 and who have  
139 attained the age of sixty-five (65) shall apply for and enroll in Medicare Parts A and B. Upon  
140 satisfying these conditions and submitting proof annually of Medicare B enrollment (such  
141 as a copy of their Social Security statement denoting the Medicare Part B premium  
142 deduction), the District will pay the standard Medicare Part B premium rate not to exceed  
143 \$2000 annually, intended to help cover the cost of Medicare supplementary insurance.  
144 This amount will be based on the standard Medicare Part B premium rate annualized for  
145 the benefit year in which it is paid.  
146

147 4.2.4 Those retirees who meet all the requirements of 4.2.1 except for the fourteen  
148 (14) years of service with the District and those retirees who have reached age sixty-five  
149 (65) may elect to retain group coverage under the health plans by paying the monthly  
150 premiums to the District. This provision is subject to the terms of the contract between the  
151 District and the plan carrier.  
152

### 153 154 **4.3 PERMANENT DISABILITY** 155

156 During the term of this Agreement, the District will continue to provide the health  
157 and dental benefits of Section 4.1 for those unit members between the ages of fifty-five  
158 (55) and sixty-five (65) who have been employed by the District for at least fourteen (14)  
159 years and who are granted a permanent disability allowance under STRS or PERS.  
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### 161 **4.4 OPTIONAL PRE-RETIREMENT PROGRAM** 162

163 The District shall offer an optional pre-retirement reduced workload program to  
164 unit members in accordance with rules and regulations adopted by the Board of Trustees  
165 and the provisions of Education Code Sections 20815, 22713 and 87483.  
166

**4.5 COMPUTER LOAN PURCHASES**

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

**4.6 – Re-Opener**

The parties agree to reopen Article 4 in the 2025-2026 academic year.

Signed and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

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