

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

May 23, 2025

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 – Eligible unit members may select one (1) of the two dental plan options, which includes the following:

Option 1: Delta Dental (PPO)

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

c. Vision care insurance

d. Life and Accidental Death and Dismemberment (AD&D) insurance group plan (\$50,000) or (\$25,000) if eligible unit member is age 70 and over. (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. A choice of the following two employee assistance programs (EAP):

- 45 a. Anthem EAP, which offers up to six (6) free counseling visits per person, per
46 issue, per year, and is available to all District employees and their eligible
47 dependents; or
48 b. Lincoln Employee Connect EAP, which offers up to five (5) free counseling
49 visits per person, per issue, per year, and is available to full-time benefit
50 eligible employees
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52 g. A plan by which unit members may establish tax-free *Internal Revenue Code* Section
53 125 accounts for the purpose of funding additional health care, child care, elder
54 care, medical set-aside and other authorized services.
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56 **4.1.2** “Eligible” as used in section 4.1 shall mean those unit members who have an average
57 assignment of seventy-five percent (75%) or greater during the annual period of
58 contract service, those who qualify under Section 4.4, or as otherwise required by
59 the Affordable Care Act (ACA).
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61 **4.1.3** In lieu of District coverage for an individual’s health insurance plan (for those with
62 dual coverage) the District will provide an annual amount equal to one-half of the
63 District annual payment for the lowest cost medical insurance for each full-time unit
64 member electing this option providing that:
65

- 66 a. This option may be selected only during the open enrollment period for
67 health insurance or at the time of initial employment;
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69 b. Requests to change to health insurance coverage from the cash option may
70 be made only during the open enrollment period;
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72 c. Cash benefits provided under this plan must comply with Internal Revenue
73 Code Section 125.
74

75 **4.1.4** Fringe Benefits Study Committee
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77 The campus-wide joint study committee shall study and report to the parties its findings
78 relative to fringe benefits programs, including, but not limited to, medical insurance plans
79 and designs for full-time and part-time faculty.
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81 **4.1.5** Part-Time Faculty Health Insurance
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83 4.1.5.1 Part-time employees who are members of the bargaining unit, who as of
84 Monday of the third week of the semester have assignments greater than or equal to 40%
85 of the minimum full-time teaching assignment shall be eligible to enroll in single coverage
86 Kaiser medical insurance. Eligibility determination is done semester-by semester for Fall
87 and Spring terms only. Part-time employees who qualify in the

88 Spring Semester shall be eligible for benefits in the subsequent summer session. Part-time
89 employees who qualify in the Fall Semester shall be eligible for benefits in the subsequent
90 winter session. Coverage will begin on the first day of the month following the beginning of
91 the semester (fall or spring).

92
93 4.1.5.2 The District shall contribute an amount equal to 80% of the single party
94 Kaiser Health Maintenance Organization (HMO) plan premium with the employee
95 contributing 20% of the single party Kaiser HMO plan premium. In lieu of the
96 Kaiser plan, Eligible employees may elect a composite dental and/or vision plan up to the
97 cost of the District's medical contribution.

98
99 4.1.5.3 Part-time faculty who elect the Kaiser HMO insurance may purchase at
100 their own cost, Kaiser coverage for dependents, composite dental insurance, and/or vision
101 insurance.

102
103 4.1.5.4 All premiums paid by any faculty via payroll deductions for the purpose of
104 purchasing health insurance shall be pre-tax.

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106 4.1.5.5 In the event that the assignment load drops below 40% of the minimum
107 full-time teaching assignment at any point in the term, or the employee fails to make the
108 required contribution in excess of their payroll deduction, their coverage will end effective
109 the first day of the next month.

110
111 4.1.5.6 The parties agree to reopen Article 4.1.4 if changes to the State funding or
112 structure of part-time benefits results in a decreased level of reimbursement to the
113 District.

114 4.1.6 Cost Sharing

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116 In the event that the total cost of health and welfare benefits for full-time faculty increases
117 by more than six percent (6%) compared to the total cost in the prior plan year, each
118 faculty member shall pay the cost difference that exceeds the six percent threshold.

119 For example, if the total cost of the health and welfare benefit plans selected by unit
120 members increases by seven percent (7%) in any given plan year, the District shall absorb
121 the cost of the increase up to and including six percent (6%) and the individual faculty
122 member will be responsible for the amount above that threshold (in this example—
123 difference between the six percent (6%) and the seven percent (7%) increase). The cost
124 difference, when applicable, will be applied equally across all pay periods for the faculty
125 member during the plan year.

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:

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

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

4.2.3 For retirees who satisfy conditions (a) and (b) of article 4.2.1 and who have attained the age of sixty-five (65) shall apply for and enroll in Medicare Parts A and B. Upon satisfying these conditions and submitting proof annually of Medicare B enrollment (such as a copy of their Social Security statement denoting the Medicare Part B premium deduction), the District will pay the standard Medicare Part B premium rate not to exceed \$2000 annually, intended to help cover the cost of Medicare supplementary insurance. This amount will be based on the standard Medicare Part B premium rate annualized for the benefit year in which it is paid.

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

4.3 PERMANENT DISABILITY

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

4.4 OPTIONAL PRE-RETIREMENT PROGRAM

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

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.

Signed and entered into this _____ day of _____, 2025.

FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

