



Business & College Services

November 9, 2015

A. Julie Kiotas  
PCCFA President  
Pasadena City College Faculty Association  
1570 E. Colorado Blvd.  
Pasadena, CA 91106

Dr. Kiotas:

On Wednesday, September 2, 2015, the Board of Trustees approved the tentative agreement reached by us on August 5, 2015 regarding implementation of ACA benefits for adjunct faculty.

As a result of this approval and the earlier agreement by the PCCFA negotiation team, final agreement has been reached and the District has now implemented the changes contained in the agreement, including offering the benefits to the adjunct faculty. If you have any questions regarding the above please do not hesitate to contact me at 626-585-7665.

Sincerely,

A handwritten signature in black ink that reads "Robert B. Miller".

Dr. Robert B. Miller  
Assistant Superintendent, Senior Vice President

MEMORANDUM OF UNDERSTANDING (MOU)  
PASADENA AREA COMMUNITY COLLEGE DISTRICT (THE DISTRICT)  
PASADENA CITY COLLEGE FACULTY ASSOCIATION (PCCFA)

Medical Insurance for Eligible Adjunct Faculty

Term of MOU: 10/1/2015-9/30/2016

The District and the Association recognize that adjunct faculty are an essential part of the educational program at Pasadena City College. The parties also agree that, in compliance with the terms of the Affordable Care Act, medical insurance benefits shall be available to eligible adjunct faculty.

In an on-going effort to ensure medical insurance benefits for adjunct faculty is affordable and provides minimal value, the following terms have been agreed to between the PACCD and the FA:

The District shall offer a medical insurance plan for newly eligible adjunct faculty bargaining unit members working 30-39 hours per week or 130 service hours per month. Open enrollment will be held to offer medical insurance within a group plan selected by the College during the month of September, with the plan year to begin on October 1, 2015.

For the October 1, 2015, through September 30, 2016, Benefit plan year, the following medical insurance shall be available:

- Anthem Blue Cross Elements Choice EQ HMO 5900 - Priority Select HMO plan for Employee only;
- The District shall be responsible for 50% of the monthly premium and the eligible employee shall be responsible for 50% of the monthly premium; and,
- There shall be no cash in lieu.

The District may change the insurance carrier or the third-party administrator, so long as appropriate meet and confer processes have occurred, as set forth in EERA.

**Signed this 5<sup>th</sup> day of August 2015**

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PACCD Superintendent/President

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President, PCC-Faculty Association

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PACCD AVP - Academic Affairs

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VP, PCC-Faculty Association

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PACCD Executive Director - Human Resources

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Faculty Association Representative