



MEMORANDUM OF UNDERSTANDING

RE: CASH IN LIEU 10/2014 – 9/2015

The Memorandum of Understanding (MOU) is made by and between the Pasadena Area Community College District ("District") and Pasadena City College Faculty Association ("PCCFA") with respect to the payment of cash in lieu of employee health benefit plan.

The term of this MOU is October 1, 2014 through September 30, 2015. During the term, each unit member who elects cash in lieu will be paid a total of \$6,000. The monthly payment shall vary depending on the number of months the individual works per year: A 12 month employee shall receive \$500 per month, an 11 month employee shall receive \$545.45 per month, and a 10 month employee shall receive \$600 per month. All payments are retroactive to October 1, 2014; however, any prior cash in lieu payments during the term of this MOU shall be deducted from the amounts to be paid hereunder.

For individuals are not employed for the entire term of this MOU, the cash in lieu amount shall be prorated for the period the individual is actually employed.

The parties hereto acknowledge that the health benefit plans provided to unit members have not changed; however, the cash in lieu amount has changed by reason of a change in the premium structure of the lowest priced employee benefit plan. The parties further acknowledge that the fact that the amount of cash in lieu agreed upon herein is greater than one half of the current lowest paid plan as provided in the terms of the operative collective bargaining agreement shall not modify the terms of the collective bargaining agreement nor have any bearing on the amount of cash in lieu following the expiration of this MOU.

Dated: February 27 2015

PASADENA CITY COLLEGE FACULTY
ASSOCIATION

By: 
Dr. Julie Kiotas
President

Dated: February 27 2015

PASADENA AREA COMMUNITY COLLEGE
DISTRICT

By: 
Joseph Simoneschi
Acting Senior Vice President

