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**COUNTER PROPOSAL FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT TO THE
PASADENA CITY COLLEGE CALIFORNIA FEDERATION OF TEACHERS (PCC-CFT) LOCAL
6525**

October 4, 2023

The collective bargaining proposal presented herein by the Pasadena City College California Federation of Teachers, Local 6525 to the Pasadena Area Community College District is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Contract between the two parties.

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

ARTICLE 10
AGREEMENT

Article 10 **BENEFITS FOR EMPLOYEES WHO RETIRE UNDER THE TERMS OF THIS AGREEMENT**

10.1 Medical/Dental Insurance

- A. Eligible retirees may elect to continue coverage under District-sponsored medical and dental plans on the same terms, including District-paid premium contributions, as coverage is offered to full-time employees of the District, through the month in which the retiree reaches age sixty-five (65).

- B. In order to be eligible for this benefit, the retiree must meet the following criteria:
 - 1. Must have retired from District employment under the Public Employees' Retirement System or the State Teachers' Retirement System. ~~or the State Teachers' Retirement System.~~

 - 2. Must be at least fifty-five (55) years of age at the time of retirement.

 - 3. Must have completed at least fourteen (14) years of service with the District.

 - 4. Must have been eligible to receive District-sponsored medical and dental benefits in their last full year of employment.

 - 5. Must be eligible for coverage under the District's medical and dental

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plans.

- C. If, following retirement, the retiree ceases to be eligible for receipt of retirement benefits under PERS or STRS ~~or STRS~~, the benefit described in this Article will also cease.
- D. Early retirees who have not been employed by the District fourteen (14) years but who have completed a minimum of five (5) years of service may elect to retain group coverage under the District-sponsored medical and dental plans by paying the monthly premiums to the District. For employees hired on or after July 1, 2011, the minimum service required will be ten (10) years. Such premiums must be received by the District by the first (1st) day of the month for coverage during that month.
- E. For retirees who satisfy conditions 1 and 3 of Paragraph B of this Article, 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 shall pay the standard Medicare Part B premium rate not to exceed \$1,900 annually. This amount will be based on the standard Medicare Part B premium rate annualized for the benefit year in which it is paid.