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**COUNTER PROPOSAL FROM  
PASADENA AREA COMMUNITY COLLEGE DISTRICT TO THE  
TO THE  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS PASADENA CHAPTER 777**

**September 13, 2023**

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The collective bargaining proposal presented herein by the Pasadena Area Community College District to the California School Employees Association and its Pasadena Chapter 777 is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Contract between the parties.

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

**ARTICLE 24**  
**DISTRICT-SPONSORED INSURANCE PLAN AND BENEFITS**

**24.1 Agreement Terms**

During the term of this Agreement, the District will pay the cost of a comprehensive program including health, dental, vision, and life insurance for employees (on a 75% or more assignment) and their dependents. These plans become effective at once, if the employee starts to work on the first day of the month; otherwise they are effective on the first day of the following month. A change of health-plan is permissible during the annual open-enrollment period in September for an effective date of October 1. Supplemental Term Life Insurance, on the employee only, may be purchased at time of employment or during the annual open-enrollment week in September. Membership in any of these group plans will continue as long as the employee is in paid status.

24.1.1 The maximum dental benefits shall be \$2,000.

24.1.2 The maximum income protection plan will be \$3,000 per month.

24.1.3 "Eligible" as used in this Article shall mean those unit members who have an average assignment of seventy-five (75%) percent or greater during the monthly period of service.

24.1.4 An employee may change his/her health plan during the annual open enrollment period, which is usually the month of September.

24.1.5 When on approved unpaid leave of absence, an employee may continue health and life insurance plans by paying the monthly premiums to the District by personal check by the first (1st) day of the month for which coverage is to continue.

24.1.6 An employee on paid sick leave continues to be covered by the District-sponsored insurance plans. Employees on unpaid sick leave may continue health, dental insurance, and employee assistance program for as long as the District indicates the employee is eligible for reemployment. In order to continue such insurance, the

52 employee must transmit monthly contributions to the District in the manner set forth in  
53 paragraph VI above. Continuation of life insurance may be possible. Employees must  
54 meet eligibility and payment requirements of the plan.  
55

56 24.1.7 In lieu of District coverage for an individual's health insurance plan (for those with  
57 dual coverage) the District will provide during a ten-(10) month period an amount  
58 equal to one-half (1/2) the cost of an individual premium of the District's lowest-  
59 cost health plan for each member electing this option provided that:  
60

61 (1) This option may be selected only during the open enrollment period for  
62 health insurance or at the time of initial employment.

63 (2) Requests to change to health insurance coverage from the cash option  
64 may be made only during the open enrollment period.

65 (3) Cash benefits provided under this plan must comply with Internal  
66 Revenue Service Section 125.

67 (4) Those choosing this option must submit evidence of coverage and sign a  
68 form provided by the Benefits Office in Fiscal Services.

69 (5) If this option is chosen, District paid medical insurance coverage will be  
70 canceled effective October 1 of the year of the election of this option and will be  
71 available again only at the next regular open enrollment period.  
72

73 24.2 CSEA shall designate a representative to serve on the District Health Benefits  
74 Committee.  
75

76 24.3 Medical/Dental Insurance for Retirees

77 Eligible retirees may elect to continue coverage under District-sponsored medical and  
78 dental plans on the same terms, including District-paid premium contributions, as  
79 coverage is offered to full-time employees of the District, through the month in which the  
80 retiree reaches age sixty-five (65).  
81

82 In order to be eligible for this benefit, the retiree must meet the following criteria:

83 (1) Must have retired from District employment under the Public Employees'  
84 Retirement System (PERS), or the State Teachers' Retirement System (STRS).

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

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

88 (4) Must have been eligible to receive District- sponsored medical and dental  
89 benefits in his/her last full year of employment.

90 (5) Must be eligible for coverage under District's medical and dental plans.  
91

92 If, following retirement, the retiree ceases to be eligible for receipt of retirement benefits  
93 under PERS or STRS, the benefit described in this Article will also cease.  
94

95 24.4 Early retirees who have not been employed by the District fourteen (14) years but who  
96 have completed a minimum of five (5) years of service may elect to retain group  
97 coverage under the District-sponsored medical and dental plans by paying the monthly  
98 premiums to the District. Such premiums must be received by the District by the first  
99 (1st) day of the month for coverage during that month.  
100

101 24.5 For retirees who satisfy conditions 1 and 3 of Paragraph B of this Article, and ho have  
102 attained the age of sixty- five (65), the District will pay \$1,440 annually, intended to help  
103 cover the cost of Medicare supplementary insurance.  
104

105 24.6 Wellness Incentive Program  
106 All employees shall be eligible for the Wellness Incentive Program. For 120 consecutive,  
107 scheduled workdays worked with no attendance occurrence, or portion thereof, an  
108 employee will be awarded ~~\$150.00~~ \$ 800.00. After the award is earned, the 120-day  
109 period shall begin to run again.  
110

111 "Scheduled workday" means a day on which the employee is scheduled to work. It does  
112 not include days when the employee is on scheduled or approved vacation, holiday, jury  
113 duty, bereavement leave, personal necessity leave, industrial accident or injury leave,  
114 layoff or authorized leave of absence. The ~~\$150.00~~ \$800.00 incentive will be included in  
115 the employee's regular salary warrant.  
116

117 24.7 Computer Loan Program  
118  
119 Eligible employees are all regular monthly employees with PCC for one year and eligible  
120 for benefits. The maximum loan amount is \$4,000. There can be only one loan  
121 outstanding. The initial loan must be repaid in full before a subsequent loan can be  
122 processed. The maximum repayment period is two (2) years. There is no interest  
123 charged for this loan. The repayment method is through payroll deduction. A promissory  
124 note must be executed by the employee prior to funds being released to the vendor.  
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126 Signed and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2023.  
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128 FOR THE DISTRICT

FOR THE ASSOCIATION

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