ARTICLE 6: HEALTH AND WELFARE BENEFITS


6.1.1 Eligible bargaining unit employees will be offered and may select coverage in one of the medical plans as provided by the PERS Medical and Hospital Insurance Program under the Public Employees Medical and Hospital Care Act. Alternate Medical Plan Coverage: The District will contribute up to $2007.33 per month toward District-provided PERS medical plans for eligible employees and their dependents for the 2011 calendar year. Unless agreement is reached with CSEA prior to the end of the District’s last business day in December 2011, effective January 1, 2012, the District contribution amount toward medical insurance premiums will remain at the District Contribution amount for Cal PERS medical plans that was in effect for calendar year 2011.

6.1.2 Base District Contribution - Medical Plan: The District shall contribute $200.00 monthly ($240.00 tenthly) toward payment of the premium rate in effect for District medical plan coverage as provided for eligible bargaining unit employees under Article 6.1.1.

6.1.3 Supplemental District Contribution - Benefits Plan: For the period January 1, 2011, through December 31, 2011, the District will provide eligible bargaining unit employees a supplemental benefit amount not to exceed the maximum District contribution in effect during this period for District medical plan coverage as provided for eligible employees under Article 6.1.1. (including coverage for eligible dependents), and District dental/vision/life insurance plans as provided under Articles 6.2, 6.3, and 6.4. Funds from this supplemental benefit plan shall not be available to employees for any other benefit or compensation purposes.

6.2 Dental Coverage for January 1, 2011- December 31, 2011

6.2.1 The District will continue to offer the existing Delta and PMI dental plans.

6.2.2 Delta Dental Plan: For the period January 1, 2011, through December 31, 2011, the District will pay the full super-composite premium for this plan for eligible employees and dependents based on the premium rate(s) in effect for this plan during this period.

6.2.3 PMI Dental Plan: For the period January 1, 2011, through December 31, 2011, the District will pay the full super-composite premium for this plan for eligible employees and dependents based on the premium rate(s) in effect for this plan during this period.

6.2.4 Eligible bargaining unit employees must select one of the above listed dental plans.

6.3 Vision Care Coverage for January 1, 2011- December 31, 2011

6.3.1 The District will continue the current ASCIP VSP Vision Plan B for eligible employees and dependents.

6.3.2 For the period January 1, 2011, through December 31, 2011, the District will pay the full super-composite premium for the VSP
Vision Plan B for eligible employees and dependents based upon
the premium rate(s) in effect for this plan during this period.

6.41 All eligible bargaining unit employees will be covered by a District-paid life
insurance policy in the amount of $50,000.

6.5 If an eligible employee selects medical or dental plans that are lesser in cost than
District-paid plans with higher premiums, he/she shall not receive any additional
benefits, services or compensation from the District.

6.6 Any benefits or services offered through the above plans that are reduced or
eliminated by carriers shall not require the District to provide supplementary or
other plans during the period of this agreement.

6.7 Unit employees assigned eighty-eight (88) hours or more per month shall be
eligible for the above District-paid health and welfare benefits subject to
enrollment eligibility requirements for such plans.

6.8 Retiree Medical Coverage for January 1, 2011– December 31, 2011
6.8.1 For the period January 1, 2011, through December 31, 2011,
eligible bargaining unit employees who retire from the District can
participate in the PERS Medical and Hospital Insurance Program
for retirees and eligible dependents as implemented by the District.
The District shall contribute the Base District Contribution amount
as provided in Article 6.1.2 toward the plan selected by the retiree.
Each year the contribution by the District shall equal the amount
allocated for the Base District Contribution – Medical Plan for active
eligible bargaining unit employees as provided in Article 6.1.2.
Should the District receive any unanticipated increase in general
purpose funds beyond the amount appropriated in the approved
state’s 2010-2011 budget for community colleges, and such
additional funds are sufficient, the District will meet with CSEA to
negotiate an agreed upon increase in this contribution amount. The
effective date of any such increase would be established in
accordance with the CalPERS Health Benefits Program’s
administrative regulations/procedures.

6.8.2 Bargaining unit employees eligible for participation in this retiree
medical program as retirees are those who were covered under
District-paid medical plans at the time of their retirement from the
District and become annuitants as defined by the Public
Employees’ Retirement Systems or State Teachers’ Retirement
System.

6.9 Retiree Dental Coverage for January 1, 2011- December 31, 2011
6.9.1 For the period January 1, 2011, through December 31, 2011,
eligible bargaining unit employees who have retired from the
District are eligible to enroll in the current District dental plans.
Retirees may enroll themselves, spouses, or other eligible
dependents. Retirees shall be responsible for the entire insurance
premium and any administrative fees required for participation in
the dental plan selected.

6.10.1 For the period January 1, 2011, through December 31, 2011, eligible bargaining unit employees who retire from the District are eligible to continue their vision coverage (District Vision Service Plan) by paying the full premium to the District.

6.10.2 Bargaining unit employees eligible for participation in this retiree vision plan are those employees who are covered under the District-paid Vision Service Plan at the time of their retirement from the District and who retire on or after January 1, 1990.