

1 **ARTICLE 6: HEALTH AND WELFARE BENEFITS**

2 6.1 Medical Plan Coverage for January 1, 2008- December 31, 2008

3 6.1.1 Eligible bargaining unit employees will be offered and may select  
4 coverage under one of the medical plans as provided by the PERS  
5 Medical and Hospital Insurance Program under the Public  
6 Employees Medical and Hospital Care Act. Alternate Medical Plan  
7 Coverage: The District shall provide coverage under an alternate  
8 medical plan (in lieu of coverage under a PERS Medical and  
9 Hospital Insurance Program plan) for unit employees who, at the  
10 time of employment in a position qualifying the employee for  
11 District-paid health and welfare benefits, are not eligible to  
12 participate in the PERS Medical and Hospital Insurance Program  
13 plans, until the next available open enrollment period. Coverage  
14 under the alternate medical plan will continue until the next  
15 available open enrollment period, at which time, the unit employee  
16 will have the opportunity to select coverage under one of the PERS  
17 Medical and Hospital Insurance Program plans. Coverage under  
18 the alternate medical plan will be provided only until the date the  
19 unit employee becomes eligible for enrollment and coverage under  
20 a PERS Medical and Hospital Insurance Program plan, and such  
21 coverage will terminate at that time regardless of whether or not the  
22 employee selected and enrolled in coverage under a PERS Medical  
23 and Hospital Insurance Program plan. The District will pay the full  
24 premium for the above medical plans based upon the premium  
25 rates in effect for such plans during the period January 1, 2008  
26 through December 31, 2008. Unless agreement is reached with  
27 CSEA prior to the end of the College's last business day in  
28 December 2008, effective January 1, 2009, the District contribution  
29 amount toward medical insurance premiums will remain at the  
30 premium rates for CalPERS medical plans that were in effect for  
31 calendar year 2008.

31 6.1.2 Base District Contribution - Medical Plan: The District shall  
32 contribute \$200.00 monthly (\$240.00 tenthly) toward payment of  
33 the premium rate in effect for District medical plan coverage as  
34 provided for eligible bargaining unit employees under Article 6.1.1.

34 6.1.3 Supplemental District Contribution - Benefits Plan: For the period  
35 January 1, 2008, through December 31, 2008, the District will  
36 provide eligible bargaining unit employees a supplemental benefit  
37 amount not to exceed an amount necessary to pay only the full  
38 premium rates in effect during this period for District medical plan  
39 coverage as provided for eligible employees under Article 6.1.1.  
40 (including coverage for eligible dependents), and District  
41 dental/vision/life insurance plans as provided under Articles 6.2,  
42 6.3, and 6.4. Funds from this supplemental benefit plan shall not  
43 be available to employees for any other benefit or compensation  
44 purposes.  
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1 6.2 Dental Coverage for January 1, 2008- December 31, 2008

2 6.2.1 The District will continue to offer the existing Delta and PMI dental  
3 plans.

4 6.2.2 Delta Dental Plan: For the period January 1, 2008, through  
5 December 31, 2008, the District will pay the full super-composite  
6 premium for this plan for eligible employees and dependents based  
7 on the premium rate(s) in effect for this plan during this period.

8 6.2.3 PMI Dental Plan: For the period January 1, 2008, through  
9 December 31, 2008, the District will pay the full super-composite  
10 premium for this plan for eligible employees and dependents based  
11 on the premium rate(s) in effect for this plan during this period.

12 6.2.4 Eligible bargaining unit employees must select one of the above  
13 listed dental plans.

14 6.3 Vision Care Coverage for January 1, 2008- December 31, 2008

15 6.3.1 The District will continue the current LARISA VSP Vision Plan B for  
16 eligible employees and dependents.

17 6.3.2 For the period January 1, 2008, through December 31, 2008, the  
18 District will pay the full super-composite premium for the VSP  
19 Vision Plan B for eligible employees and dependents based upon  
20 the premium rate(s) in effect for this plan during this period.

21 6.4 Life Insurance Coverage for January 1, 2008, - December 31, 2008

22 6.41 All eligible bargaining unit employees will be covered by a District-paid life  
23 insurance policy in the amount of \$40,000. The District will implement an  
24 increase in this coverage to an amount of \$50,000 effective April 1, 2008.

25 6.5 If an eligible employee selects medical or dental plans that are lesser in cost than  
26 District-paid plans with higher premiums, he/she shall not receive any additional  
27 benefits, services or compensation from the District.

28 6.6 Any benefits or services offered through the above plans that are reduced or  
29 eliminated by carriers shall not require the District to provide supplementary or  
30 other plans during the period of this agreement.

31 6.7 Unit employees assigned eighty-eight (88) hours or more per month shall be  
32 eligible for the above District-paid health and welfare benefits subject to  
33 enrollment eligibility requirements for such plans.

34 6.8 Retiree Medical Coverage for January 1, 2008– December 31, 2008

35 6.8.1 For the period January 1, 2008, through December 31, 2008,  
36 eligible bargaining unit employees who retire from the District can  
37 participate in the PERS Medical and Hospital Insurance Program  
38 for retirees and eligible dependents as implemented by the District.  
39 The District shall contribute the Base District Contribution amount  
40 as provided in Article 6.1.2 toward the plan selected by the retiree.  
41 Each year the contribution by the District shall equal the amount  
42 allocated for the Base District Contribution – Medical Plan for active  
43 eligible bargaining unit employees as provided in Article 6.1.2.  
44 Should the District receive any unanticipated increase in general  
45 purpose funds beyond the amount appropriated in the approved  
State's 2007-2008 budget for community colleges, and such

1 additional funds are sufficient, the District will meet with CSEA to  
2 negotiate an agreed upon increase in this contribution amount. The  
3 effective date of any such increase would be established in  
4 accordance with the CalPERS Health Benefits Program's  
5 administrative regulations/procedures.

6 6.8.2 Bargaining unit employees eligible for participation in this retiree  
7 medical program as retirees are those who were covered under  
8 District-paid medical plans at the time of their retirement from the  
9 District and become annuitants as defined by the Public  
10 Employees' Retirement Systems or State Teachers' Retirement  
11 System.

12 6.9 Retiree Dental Coverage for January 1, 2008- December 31, 2008

13 6.9.1 For the period January 1, 2008, through December 31, 2008,  
14 eligible bargaining unit employees who have retired from the  
15 District are eligible to enroll in the current District dental plans.  
16 Retirees may enroll themselves, spouses, or other eligible  
17 dependents. Retirees shall be responsible for the entire insurance  
18 premium and any administrative fees required for participation in  
19 the dental plan selected.

20 6.10 Retiree Vision Coverage for January 1, 2008- December 31, 2008

21 6.10.1 For the period January 1, 2008, through December 31, 2008,  
22 eligible bargaining unit employees who retire from the District are  
23 eligible to continue their vision coverage (District Vision Service  
24 Plan) by paying the full premium to the District.

25 6.10.2 Bargaining unit employees eligible for participation in this retiree  
26 vision plan are those employees who are covered under the  
27 District-paid Vision Service Plan at the time of their retirement from  
28 the District and who retire on or after January 1, 1990.  
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