

**Tentative Agreement
by and between the
Glendale College Guild, Local 2276
and the
Glendale Community College District**

The Glendale College Guild, Local 2276 (Guild) and the Glendale Community College District (District), hereby agree to the following Tentative Agreement:

**ARTICLE XI
HEALTH AND WELFARE BENEFITS**

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Section 3. Early Retirement Incentive

~~For employees retiring prior to June 1, 2008, the District shall pay up to a maximum of six thousand five hundred dollars (\$6,500) per fiscal year for the medical and dental insurance coverage of the retiring employee and her/his eligible dependent or eligible spouse or eligible domestic partner, providing the following conditions are met:~~

For employees retiring after June 1, 2008, the District shall pay up to a maximum of eight thousand five hundred dollars (\$8,500) per fiscal year for the medical and dental insurance coverage of the retiring employee and her/his eligible dependent or eligible spouse or eligible domestic partner, providing the following conditions are met:

A. For full-time faculty who have been employed on a contract basis one-half time or more, for at least nine (9) consecutive years by the District immediately prior to retirement and who are retiring on or after July 1, 2023, the District shall pay up to a maximum of twelve thousand (\$12,000) per fiscal year for the medical and dental insurance coverage of the retiring employee and their eligible dependent or eligible spouse or eligible domestic partner, provided the conditions outlined in subsections C-F below are met.

B. For full-time faculty who have been employed on a contract basis one-half time or more, for sixteen (16) consecutive years by the District immediately prior to retirement and who are retiring on or after July 1, 2023, the District shall pay up to a maximum of fifteen thousand dollars (\$15,000) per fiscal year for the medical and dental insurance coverage of the retiring employee and their eligible dependent or eligible spouse or eligible domestic partner, provided the conditions outlined in subsections C-F below are met.

~~A.~~ **C.** The employee must have been employed on a contract basis one-half time or more for nine (9) consecutive years by the District immediately prior to retirement.

An employee who has been granted a sabbatical leave or military leave during this period of service, shall have this leave time credited toward this employment requirement.

~~B.~~ **D.** The employee must have been eligible and covered under one of the District's medical insurance plans in force immediately prior to retirement.

~~C.~~ **E.** To be eligible for this benefit, the employee must retire at or after age fifty-five (55) but before age sixty-five (65). If an employee accepts early retirement through STRS due to disability, the employee must be at least fifty (50) years of age.

~~D.~~ **F.** ~~For employees retiring prior to June 1, 2008, the District shall pay premiums up to a maximum of six thousand five hundred (\$6,500) per fiscal year to an appropriate carrier toward the medical and dental plans then in effect or as directed in Paragraphs E, F, G and H below.~~

For employees retiring after June 1, 2008, the District shall pay premiums up to a maximum of eight thousand five hundred (\$8,500) per fiscal year to an appropriate carrier toward the medical and dental plans then in effect or as directed in Paragraphs E, F, G and H below.

For employees retiring after June 1, 2015, the District shall pay premiums up to a maximum of ten thousand two hundred dollars (\$10,200) per fiscal year to an appropriate carrier toward the medical and dental plans then in effect or as directed in Paragraphs E, F, G and H below.

For employees retiring on or after July 1, 2023 the District shall pay premiums up to a maximum of either:

- **pursuant to Section 3, A: twelve thousand dollars (\$12,000) per fiscal year to an appropriate carrier toward the medical and dental plans then in effect or as directed in Paragraphs E, F, G and H below; or**
- **pursuant to Section 3, B: fifteen thousand dollars (\$15,000) per fiscal year to an appropriate carrier toward the medical and dental plans then in effect or as directed in Paragraphs E, F, G and H below.**

Such payment shall begin for the retiring employee and his/her eligible dependent or eligible spouse or eligible domestic partner beginning at the time of retirement or at the beginning of the following year of coverage, whichever is applicable. The District shall cease payment of the premium when the employee reaches the age of sixty-five (65) or upon his or her death prior to age sixty-five (65) subject to the following exception:

A retiree who is eligible for medical and dental plans provided by another agency other than the district, and therefore chooses not to participate in the District's program, may choose to have one of the following:

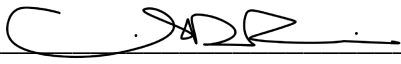
1. The District pay the premiums of the CALPERS Long-Term Care Program for the retiring employee and his/her eligible spouse. In the event the premiums for the CALPERS program exceed \$10,200 the employee must provide the District with a check for the difference prior to the payment of the annual premiums.
2. A cash settlement set at fifty percent (50%) of the value of the existing medical/dental allowance. The cash settlement shall be paid in two installments occurring in January and July. Each payment shall be for the previous six month period.

An employee/retiree wishing to begin this cash in lieu benefit program shall notify the district at least 45 days before the benefit is to begin. Retiree participation always begins on the first day of a month and ends on the last day of a month of either the retiree's death or his/her sixty-fifth birthday.


In the event a retiree loses his/her medical benefits from the other agency, he/she may re-enroll in the District's plan if notification is made within 30 days of loss coverage from the other plan. The effective date of the re-enrollment will be on the first day of the following month. If notification is provided after the 30 day period, the retiree must wait until the next open enrollment period for coverage in the district's plan.

G. The District and the Guild mutually agree to reopen this article to meet and confer in good faith on an annual basis to review the current costs of healthcare premiums and explore whether adjustments to the District's effective rate of premium contributions can be further agreed upon.

DATE: 11/21/2022



Caroline DePiro, Chief Negotiator
Glendale College Guild



Brittany Grice, Chief Negotiator
Glendale Community College District