AGREEMENT

Between

SANTA MONICA COMMUNITY COLLEGE DISTRICT

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CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION - CHAPTER 36

July 1, 2015 — June 30, 2018
12.10 The District shall provide supplemental health and welfare benefits for retired employees of the District in accordance with the following:

12.10.1 Supplemental benefits shall be limited to health, dental and the vision insurance plan for the employee and dependents. Dependents shall be as defined by the carrier. The benefit carriers for retired persons shall be the same as those provided to active employees.

12.10.2 Supplemental benefits shall not be provided unless the employee retires at age 55 or thereafter, and the employee has provided at least ten consecutive years of service to the District immediately preceding retirement.

12.10.3 As an early retirement benefit, employees who retire at or after the age of 55 years, and have at least ten (10) years of paid service with the District immediately prior to retirement may receive the supplementary benefit plan as stated above in section 12.3 until the retiree reaches his/her 65th birthday. For employees who retire prior to January 1, 2012, the District will continue to provide payment for PERSCare insurance plan for any retiree who had such coverage in effect in 2011. For employees with PERSCare coverage who retire on or after January 1, 2012, the District’s contribution shall be limited to the premium for the highest non-PERSCare plan for like coverage.

12.11 The District agrees to the creation of a Joint Management/Labor committee, to be known as the Benefits Committee, composed of three management representatives, three California School Employees Association representatives, and three Santa Monica College Faculty Association representatives. At the request of any one of the three parties represented, a meeting may be called to discuss health and welfare benefits as stated in Article 12. The committee may make recommendations for cost efficient improvement to the benefits for District employees.

12.12 All permanent employees assigned to a work schedule of at least twenty (20) hours per week shall be provided a fifty thousand dollar ($50,000.00) term life insurance policy. The District shall pay the cost of such a life insurance policy for all eligible employees while they are employed by the District. This benefit shall cease once an employee separates from employment with the District.

12.12.1 A District-wide committee shall be formed to review proposals from life insurance companies. CSEA shall have the right to appoint employees to this committee. The District reserves the right to make final selection of the life insurance company to provide this life insurance benefit.

12.13 Any unit member eligible to receive benefits enumerated in this article who can provide proof that he or she has health benefits through a non-District health
insurance plan may elect to decline coverage by the District. Any full-time employee who declines coverage by the District shall be paid $2,000 per year; any part-time employee who declines coverage by the District shall be paid a pro-rated amount calculated as set forth in Section 12.5. This money may be used for any purpose and will be taxable to the employee. This money will be paid one-half at the end of each semester in a lump sum payment. Once District health benefits are declined, no change may be made during the benefit year. Any person who declines coverage must renew that declination each year during the open enrollment period and provide proof of continuing health coverage.

12.14 On or about January 1, 2012, the District shall establish a Health Reimbursement Arrangement Plan with the following terms: (a) one-time funding of $1,000.00 for unit members who have a health care plan other than PERSCare on December 31, 2011; (b) one-time funding of $2,000.00 for unit members who have PERSCare Single Coverage plan on December 31, 2011; (c) one-time funding of $3,000.00 for unit members who have PERSCare 2-Party Coverage plan on December 31, 2011; and (d) one-time funding of $4,000.00 for unit members who have PERSCare Family Coverage plan on December 31, 2011. Part-time employees shall receive pro-rated payment of the applicable benefit equal to the percentage of the part-time employees fulltime equivalency.

12.15 On or before July 1, 2012, the District shall establish a Classified Employee Welfare fund in an appropriately designed District fund. The District shall make payments into this fund of $100,000.00 on July 1, 2012, July 1, 2013, July 1, 2014, July 1, 2015, and July 1, 2016. This fund shall be used for the sole purpose of providing reimbursement to unit members who changed health plans during the open enrollment period from October 10, 2011, to November 4, 2011, from a PERSCare Coverage plan to a non PERSCare health care plan offered by the District and who incurred expenses for health care expenses for the employee or covered dependent that would have been covered by PERS Care and were not covered by the new insurance plan. Before an employee is eligible for reimbursement from such fund, the employee shall have exhausted the HRA provided in Section 12.14 above. The District’s obligation for reimbursement shall be limited to the amount in the fund. Claims for reimbursement shall be made at the end of each calendar year and made no later than March 1 of each year starting in 2013. If the claims submitted exceed the amount of money in the fund, the available funds shall be distributed on a pro rata basis. Any decision to deny reimbursement shall be subject to the grievance process of Article 10.

12.16 The District and CSEA agree that this unit shall receive the benefit of any more favorable Health Benefits Plan which the District grants to, or unilaterally implements upon, any other bargaining unit or unrepresented group (Classified Managers and Academic Administrators) on a group-wide basis on or after the date of this contract. For purposes of this paragraph, a Health Benefits Plan is more favorable if changes in the plan result in the District spending more on a per employee basis than the plan