

Contract Language

Below are examples of contract language between the PFT and the District guaranteeing the same level of benefits after retirement as those in place on the day of retirement. Similar language exists in contracts between the other bargaining units and the District. Also, contracts prior to the 2000-2004 contract include the same or similar language.

Peralta Retiree Health Benefits Language in July 1, 2000-June 30, 2004

Article 22 F

2. All regular and contract faculty retiring from the District during the term of this Agreement shall be offered medical coverage that is consistent with the coverage offered to active employees at the time of retirement. This includes spouse and eligible dependents.

Peralta Retiree Health Benefits Language in July 1, 2009-June 30, 2011 and July 1, 2011-June 30, 2012 Employee Contracts

“Employees hired before July 1, 2004 shall become eligible for Medicare by paying District-reimbursed Medicare tax. When such employees reach the age of Medicare eligibility (currently age 65), they shall enroll in Medicare Parts A and B, provided the District pays 100% of the current and **future costs of Medicare premiums and continues to provide, at District expense, medical coverage consistent with coverage offered to active employees at the time of retirement.** The District shall pay or reimburse the retiree for the current and future costs of the Medicare premiums. The District shall pay the Medicare taxes of such employees. ***After enrolling in Medicare, no individual shall receive less coverage (for example, reduced benefits, increased co-pays, increased deductibles) as a result of enrolling in Medicare.****

(*For Classified Staff, this language is stipulated in articles 11.F.2b and 11.F. 2e of *The Agreement between the Peralta Community College District and Service Employees International Union Local 1021 Permanent Employees July 1, 2009-June 30, 2011 Contract Agreement and in the Peralta Community College District and Service Employees International Union Local 1021 Permanent Employees Contract Agreement Extension July 1, 2011-June 30, 2012; this language also is found in the PFT contract agreement between permanent Peralta faculty and the Peralta District for that time period. The same contract language is found in July 1, 2009 and June 30, 2012 contracts between the Peralta Community College District and all bargaining units.*