AGREEMENT

between

PERALTA FEDERATION OF TEACHERS

and

PERALTA COMMUNITY COLLEGE DISTRICT

JULY 1, 2000

through

JUNE 30, 2003
e. Eligibility for medical coverage will apply only if the surviving spouse and dependent children have no other group medical coverage or if the surviving spouse must pay for other group health coverage. Annual documentation will be required.

f. Coverage under the District's medical plan will be secondary to any other medical coverage.

g. Eligibility for this benefit replaces COBRA. The surviving spouse and dependent children will not be eligible for COBRA.

F. Retirees Health and Welfare Benefits

1. The definitions and conditions, which apply to medical and life insurance only, as stated in Section B shall apply to retiree health and welfare benefits.

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.

a. Those retirees who are eligible for Federal Medicare Part A coverage at age 65 shall apply for such coverage, as long as there is no additional cost to the retiree.

b. Retirees eligible for Medicare Part B are not required to enroll in that program as long as it requires payment.

c. The District, at its sole option, can request an eligible retiree to enroll in Part B (or Part A, if the Federal Government ever requires the retiree to pay for Part A benefits) if the District pays 100% of the current and future costs of the Medicare Premium.

3. Upon the death of the retiree, the surviving spouse shall have the option of buying into the District medical benefits program by the timely payments of premiums as stipulated by the District.

4. The above option shall also be applicable to dependent children.

5. All regular and contract faculty members from age 55 to 65 who retire from regular service shall be maintained (at the District's expense) through age 65 on the District group life insurance policy provided for employees through age 65. The retired employee shall have the option to convert to an individual permanent plan at his/her own expense.

G. Temporary, Part-time Faculty Members

1. The District shall confer medical benefits to part-time faculty who maintain a teaching assignment of at least .4 load, provided that such faculty members: