

Human Resources

BP 7380 RETIREE HEALTH BENEFITS

References:

Education Code Sections 7000 et seq.;
Family Code Sections 297, 298, 298.5, 297.5, 299, 299.2, and 299.3

Any reference in this policy to unrepresented employees includes retired and active employees who served or are serving as an academic administrator, classified administrator, confidential employee, supervisory employee or any combination in the Chabot-Las Positas Community College District.

The District shall administer retiree health benefits for eligible retirees, their spouses/domestic partners, and their surviving spouses/domestic partners pursuant to Title 1, Division 1. Part 5, Chapter 1. Article 1 of the Education Code (§7000 *et. seq.*), any amendments or revisions thereto, the relevant collective bargaining agreements and Administrative Procedure 7380; classified employees also participate in the same manner as academic employees.

The District will permit an eligible employee who retires from the District under CalSTRS or CalPERS, and enrolled in a District health and welfare benefit plan at the time of retirement, to enroll in a health and welfare plan, dental and/or vision care benefit plan per the relevant Collective Bargaining Agreement (represented employees) or Administrative Procedure 7380 (unrepresented employees). If an eligible employee enrolls in the retiree health and welfare benefit plan, the employee's spouse/domestic partner may also enroll. Enrollment pursuant to this policy may be at the retiree's own expense, at the District's expense, or with expense shared by the retiree and District, as set forth by the terms of the applicable Collective Bargaining Agreement (represented employees) or Administrative Procedure 7380 (unrepresented employees).

Surviving Spouse/Domestic Partner

The District shall also permit the enrollment of the surviving spouse/domestic partner of a former employee who either retired from the District under CalSTRS or CalPERS and received retiree health benefits pursuant to this Board Policy, or was, at the time of his/her death, employed by the District and enrolled in a District health and welfare plan, and a member of either CalSTRS or CalPERS. Enrollment of a surviving spouse/domestic partner pursuant to this policy shall be at his/her own expense, as set forth by the terms of the applicable Collective Bargaining Agreement (represented employees) or administrative Procedure 7380) (unrepresented employees).

A retiring employee and his/her spouse/domestic partner, or surviving spouse/domestic partner may enroll in the District's health and welfare benefit plans only once pursuant to this policy. A retired employee, his/her spouse domestic partner, or surviving spouse/domestic partner who has been previously covered under this policy and who voluntarily terminated that coverage, thereafter may be excluded from obtaining coverage under this policy. This does not apply to a person who is changing plans during an open enrollment period.

Retirees or surviving spouses may be enrolled in a medical care plan during periods other than those specified therein if they lose their coverage. With documentation of prior coverage, they may be allowed to enroll in a medical care plan, if they do so within 31 days of losing their other coverage.

The Chancellor shall establish procedures as may be deemed necessary to administer this policy in accordance with Education Code Sections 7000 et seq and other applicable laws. Items subject to negotiation or meeting and conferral shall be handled accordingly

Information on retiree health benefits for retired employees who were represented when active can be found in their respective collective bargaining agreements.

Information on retiree health benefits for unrepresented employees can be found in Administrative Procedure 7380.

Date Adopted: August 18, 2015;

Revised: February 21, 2017

(This policy replaced CLPCCD Policies 4032, 4033, and 4034.)