25.4 It is understood that in the event this Article is violated the District shall be entitled to withdraw any rights, privileges, or services provided for in this Agreement under Article 5.0.

25.5 During the term of this Agreement or extension thereof, the District agrees that it will not lock out any bargaining unit members.

ARTICLE 26. EARLY RETIREMENT

26.1 Early retirement benefits shall be available to bargaining unit members of at least fifty-five (55) years of age with fifteen (15) continuous years of service to the District. All bargaining unit members hired on or after July 1, 2007, must be at least sixty (60) years of age with fifteen (15) continuous years of service to the District. Upon retirement, the District shall provide fringe benefit contribution to retirees at the maximum annual District premium contribution in effect at the time of retirement. The District shall continue to contribute the maximum annual group health insurance premium amounts for retirees up to age sixty-five (65), at which time no benefit shall be provided. The maximum annual District premium group health insurance contribution shall be fixed at the maximum contribution in effect at the time of retirement.

26.2 In the event that District group health insurance premium contributions are insufficient to fund the full cost of health insurance premiums, the retiree shall be required to pay such difference in advance, quarterly.

26.3 The District may provide an early retirement benefit to eligible unit members (Golden Handshake) as authorized by California Law.

ARTICLE 27. BARGAINING UNIT WORK

27.1 <u>Restriction on Contracting Out</u>

During the life of this Agreement, the District agrees that it will not contract out work which has been customarily and routinely performed by current positions in the bargaining unit which will result in the displacement or reduction in hours, wages, transfer or reassignment of bargaining unit positions.

27.2.1 No supervisory or management employee may perform any work within the job description of a bargaining unit member, which will result in the displacement, reduction of hours, transfer or reassignment of any bargaining unit member.