

PART-TIME FACULTY

8.3 Upon approval and acceptance by the Kaiser Health Plan, Inc., any Unit Member and his/her dependents, at the Unit Member's option, may participate, at no additional cost to the District, through payroll deduction.

8.3.1 Unit Members shall be eligible for medical insurance provided by the Kaiser Foundation Health Plan in accordance with the following conditions:

8.3.1.1 To be eligible for this employee-only benefit, the Unit member must meet all of the following requirements:

8.3.1.1.1 Be assigned at a minimum of a 45% load to render Academic service to the District during the semester in which he/she applies for this benefit.

8.3.1.1.2 Elect to participate in the Kaiser Plan for one (1) year,

8.3.1.1.3 Apply within the timelines prescribed by the District on the District-provided form.

8.3.1.2 Bargaining Unit members shall not be eligible for medical insurance under the following conditions:

8.3.1.2.1 If the Unit Member has full-time employment elsewhere or is retired from another position.

8.3.1.2.2 If the Unit Member has medical benefits available either through other employment or through dependent status on someone else's policy.

8.3.1.3 If Kaiser does not approve the Unit Member's application for Membership, the District is not obligated to provide alternative coverage.

8.3.1.4 Benefit payments shall be prorated as follows:

8.3.1.4.1 The District shall pay a 67% share of the part-time Unit member's Kaiser premium. The part-time faculty member shall pay the remaining balance of the premium – less the additional District contribution noted in Article 8.3.2 -- including the entire additional premium of any elected dependent coverage to the District of the medical insurance premiums in five (5) equal payments in the fall and/or spring semester.

8.3.1.4.2 If the Unit Members' assignment in the spring or fall semester after enrollment is less than the minimum 45% load to be eligible, the medical coverage shall be continued during that semester, with the District paying 67% of the premium.

Continuation coverage will be offered on a self-pay basis at no cost to the District with premiums paid in full by the Unit Member, pursuant to the California Continuation Benefits Replacement Act (COBRA).

8.3.1.4.3 If the Unit Member drops the insurance coverage or is dropped by the Kaiser Plan, the District shall have no responsibility for payments of premiums.

8.3.1.4.4 The District reserves the right to require verification of any or all of the conditions described above.

- 8.3.2 **Part-Time Unit Member Health Benefits Contribution.** The District will contribute \$325,000 annually to a “Part-Time Faculty Unit Member Health Fund” that will be used to supplement the premium costs of part-time faculty Unit Members who participate in the District-wide health plan. The money in the Part-Time Health Fund will be distributed to part-time faculty Unit Members who are enrolled in the District-wide health plan as stated in Article 8.3.
- 8.3.3 The Part-Time Health Fund will be used to supplement that portion of the “employee only” premiums that the part-time Unit member must pay out-of-pocket for the health plan. The maximum amount of supplemental funds that a part-time Unit member may receive is 100% of that total amount of out-of-pocket costs for the premium for an “employee only” Kaiser Plan.
- 8.3.4 If any dollars remain in the Part-Time Health Fund after the maximum distributions have been made to participating part-time Unit Members, those funds will carry over to the next year. If the amount of money in the Part-Time Health Fund is not enough to cover all participating part-time faculty members at the maximum contribution level, then the money in the Part-Time Health Fund will be divided proportionately among the part-time faculty participating in the health plan at the time of distribution.
- 8.3.5 The District agrees that any additional funding provided for the specific purpose of increasing part-time faculty health and welfare benefits will be used exclusively for the purpose of increasing this benefit. The District and SCEA will meet to negotiate the terms of this augmentation should information be received after the current year negotiations have been settled.