

ARTICLE 12
HEALTH AND WELFARE BENEFITS

- 12.1 The District shall provide group medical insurance, dental insurance, and vision coverage for employees as described in this article.
- 12.2 Basic Medical Plan
Effective August 1, 1997, the District shall contribute \$276.02 tenthly toward payment of the premium of a medical plan selected by the full time employee. The medical plan chosen shall be one of those offered by PERS under the Public Employees Medical and Hospital Care Act. This basic contribution by the District shall be increased August 1st each year by five percent (5%) of the previous year's premium for Kaiser Medical Plan two party coverage.
- 12.3 Supplemental Benefits Plan
Effective January 1, 1993, the District shall provide as a supplemental benefit plan for full time employees an amount equal to the difference between the basic medical plan and the total cost of a medical, dental, and vision insurance care plan selected by the employee for the employee and his/her dependents. Effective January 1, 2013, for any employee with the PERSCare insurance plan, the District's contribution for medical insurance shall not exceed the cost of the highest non-PERSCare plan offered by the District (PERS Choice, Blue Shield Access Plus, Blue Shield Net Value or Kaiser Permanente plan). If the employee has PERSCare Coverage plan, the employee shall pay the difference between the PERSCare premium and the premium for the highest non-PERSCare plan for like coverage.
- 12.4 Employees who work five (5) days per week, seven (7) to eight (8) hours a day, 35 (thirty-five) to 40 (forty) hours per week, and who are employed for either the college or academic year, or for ten or more months per year, shall be considered full time employees for the purpose of this article.
- 12.5 Employees who work less than 35 (thirty-five) hours per week, but 20 (twenty) or more hours per week, shall receive a pro-rata share of the amounts which are authorized for a full time employee if they elect to be enrolled in a health, vision, and dental care plan. The pro-ration shall be based on a 40 (forty) hour week. If, however, the employee elects to enroll only in a vision and dental care plan, the District shall pay the full cost of the plan.
- 12.5.1 Unit member employees who were hired for four hours or more prior to September 19, 1977, and have been continuously employed, shall receive benefits in an amount equal to the seven-and eight-hour unit members.
- 12.5.2 Unit members who are not scheduled to work during the winter session will be required to make personal payment to the college for the voluntary deductions; i.e., life insurance, association dues, et cetera and any pro-rata

share of their health, dental and vision care plans. The college will continue to pay its pro-rata share during this interim period.

- 12.6 Employees who work less than 20 hours per week shall not be eligible for benefits enumerated in this article.
- 12.7 Bargaining unit members will be permitted to participate in IRS Code Section 125 plans beginning on or before October 1, 1993.
- 12.8 State Disability Insurance (SDI)
 - 12.8.1 The District agrees that all unit employees shall be enrolled in the Disability Insurance Program for public school employees administered by the Employment Development Department of the State of California and that all premium costs of this program shall be borne by the employees through individual payroll deductions. In the event that legislation is passed requiring an employer contribution to this fund, the parties shall request to re-negotiate this section within 30 (thirty) working days of the passage of such legislation. Unit employees' participation in the program will be terminated as permitted by law if no agreement is reached within 60 days of the commencement of the negotiations.
 - 12.8.2 The Association agrees that the Disability Insurance Program is administered by the Employment Development Department of the State of California and that all decisions and rules with respect to eligibility, premium costs, qualifications for benefits, level of benefits, and the administration of the program is the responsibility of the Employment Development Department. Accordingly, it is expressly understood that all such matters, as well as any other questions or issues relating to Disability Insurance or the Employment Development Department are excluded from the grievance and arbitration provisions of Article 10 (Grievance Procedure).
- 12.9 Bargaining unit members who retire or have retired from the District will be eligible to be covered under the Basic PERS medical plan for retirees. In order to be eligible for this benefit, the employee must have retired at or after age of fifty (50) years and have at least ten (10) years of paid service with the District immediately prior to retirement. The District shall provide retirees with the District's Basic Medical Plan (see section 12.2) converted to a 12-month basis.
- 12.10 The District shall provide supplemental health and welfare benefits for retired employees of the District in accordance with the following:
 - 12.10.1 Supplemental benefits shall be limited to health, dental and the vision insurance plan for the employee and dependents. Dependents shall be as

defined by the carrier. The benefit carriers for retired persons shall be the same as those provided to active employees.

12.10.2 Supplemental benefits shall not be provided unless the employee retires at age 55 or thereafter, and the employee has provided at least ten consecutive years of service to the District immediately preceding retirement.

12.10.3 As an early retirement benefit, employees who retire at or after the age of 55 years, and have at least ten (10) years of paid service with the District immediately prior to retirement may receive the supplementary benefit plan as stated above in section 12.3 until the retiree reaches his/her 65th birthday. For employees who retire prior to January 1, 2013, the District will continue to provide payment for PERSCare insurance plan for any retiree who had such coverage in effect in 2012. For employees with PERSCare coverage who retire on or after January 1, 2013, the District's contribution shall be limited to the premium for the highest non-PERSCare plan for like coverage.

12.10.4 The following additional benefit shall be provided to unit members who retire on or after December 1, 2012, and are eligible to purchase or receive Medicare: The District shall pay the full cost of the premium of the dental and vision insurance care plans selected for the retiree and his/her eligible dependents. The dental and vision insurance care offered to retirees shall be the same as those offered to active employees.

12.11 All permanent employees assigned to a work schedule of at least twenty (20) hours per week shall be provided a fifty thousand dollar (\$50,000.00) term life insurance policy. The District shall pay the cost of such a life insurance policy for all eligible employees while they are employed by the District. This benefit shall cease once an employee separates from employment with the District.

12.12.1 A District-wide committee shall be formed to review proposals from life insurance companies. SMCPOA shall have the right to appoint employees to this committee. The District reserves the right to make final selection of the life insurance company to provide this life insurance benefit.

12.12 Any unit member eligible to receive benefits enumerated in this article who can provide proof that he or she has health benefits through a non-District health insurance plan may elect to decline coverage by the District. Any full-time employee who declines coverage by the District shall be paid \$2,000 per year; any part-time employee who declines coverage by the District shall be paid a pro-rated amount calculated as set forth in Section 12.5. This money may be used for any purpose and will be taxable to the employee. This money will be paid one-half at the end of each semester in a lump sum payment. Once District health benefits are declined, no

change may be made during the benefit year. Any person who declines coverage must renew that declination each year during the open enrollment period and provide proof of continuing health coverage.

- 12.13 On or about January 1, 2013, the District shall establish a Health Reimbursement Arrangement Plan with the following terms: (a) one-time funding of \$1,000.00 for unit members who have a health care plan other than PERSCare on December 31, 2012; (b) one-time funding of \$2,000.00 for unit members who have PERSCare Single Coverage plan on December 31, 2012; (c) one-time funding of \$3,000.00 for unit members who have PERSCare 2-Party Coverage plan on December 31, 2012; and (d) one-time funding of \$4,000.00 for unit members who have PERSCare Family Coverage plan on December 31, 2012. Part-time employees shall receive pro-rated payment of the applicable benefit equal to the percentage of the part-time employees fulltime equivalency.