

smcfa

AGREEMENT 2013-2016



Between
**Santa Monica College Faculty Association
& Santa Monica Community College District**
August 20, 2013 - August 22, 2016

10.15 Domestic Partner Coverage: Health, Dental and Vision:

The District will fully implement the provisions of Chapter 588, Statutes of 1999, pertaining to domestic partner enrollment under PERS health plans offered by the District. In addition, the District will permit domestic partners to enroll as dependents under any non PERS health plan (e.g. Kaiser) and Dental and Vision. For purposes of enrollment in non PERS health, dental and vision plans, the definition of domestic partner will be as established pursuant to Chapter 588, Statutes of 1999. Domestic partners will be eligible for any benefits in the retirement period to which spouses or surviving spouses are eligible under the provisions of this Agreement.

10.16 State Disability Insurance

Upon the affirmative vote of the part-time faculty, all part-time faculty shall participate in the California State Disability Insurance (SDI) program through payroll deductions. The SDI program shall be funded entirely through employee contributions with no financial impact on the District (other than the administrative cost of establishing the payroll deduction). In the event that a change occurs in the SDI program to require a contribution by the District, the Association and the District agree to re-open negotiations on this Section.

Part-time faculty employees shall be eligible for the following benefits upon the implementation of the SDI program:

State Disability Insurance (SDI): After the exhaustion of sick leave provided under Article 17, the part-time faculty employee shall be eligible to file with the Employee Development Department (EDD) for disability benefits in accordance with SDI filing dates and processes; and,

Paid Family Leave (PFL): Part-time faculty employees who must be absent from scheduled duties to care for a seriously ill child, spouse, parent, or registered domestic partner, or to bond with a new child shall be eligible to file with the Employee Development Department (EDD) for paid family leave benefits in accordance with SDI filing dates and timelines and definition of "serious health condition."

It shall be the responsibility of the part-time faculty employee to file for SDI benefits in accordance with EDD statutes and regulations, and the District shall have no responsibility for interpreting SDI regulations and timelines or ensuring that the part-time faculty employee acts in compliance with them. Questions about SDI coverage shall be directed to the Employment Development Department.

10.17 The Santa Monica Community College District ("District" or "administration"), the Santa Monica College Faculty Association ("Faculty Association") and the California School Employees Association, Chapter 36 ("CSEA") hereby agree to creation of a joint Collegewide Benefits Committee. The role of the committee is to contain the cost of the District's health benefits program while maintaining the quality of the benefits available to the employees, retirees, and

eligible dependents. Prior to commencing negotiations on anything contained in Article 10, the Benefits Committee shall be given an opportunity to make a recommendation on the subject matter. During the first week of the Fall or Spring semester, either party may request that the Benefits Committee make a recommendation on the subject matter. The Benefits Committee shall make a recommendation by the end of the semester following the semester in which the request is made. This deadline may be extended by one semester by agreement of the co-chairs of the Benefits Committee; the co-chairs shall agree to such an extension when reasonably necessary to allow the Benefits Committee to complete its work. In the event that a recommendation is not received within the required time period, either party may request negotiations on the subject matter. Nothing in this article is intended to allow either party to be able to reopen this article.