

1 Tentative Agreement between the MiraCosta Community College District
2 and the MiraCosta College Academic Associate Faculty
3

4 April 12, 2018
5

6 ARTICLE 13. ~~FRINGE~~ HEALTH BENEFITS

7 13.1 The District shall offer medical insurance coverage to unit members through a
8 vendor determined by the District. The District's contribution towards premiums will be 50% of
9 the premium when the semester load is 40% of a full-time load ~~6.00 LHE~~ or greater.
10

11 a. For unit members eligible to enroll as of the beginning of Fall semester,
12 the following steps will apply:

13 (1) The District will notify unit members who meet the load eligibility
14 requirement based on the initial confirmation letter issued prior to the
15 beginning of the semester.

16 (2) The unit members will notify the District by August 15 of their
17 intent to enroll at the contribution level indicated above.

18 (3) With the exception of late start classes, benefit coverage will be
19 effective as of September 1. Coverage for eligible unit members teaching
20 late start classes will be effective the first of the month following the start
21 of the class. Regardless of subsequent changes to a unit member's load,
22 the District contribution for the Fall semester (as specified in section 13.1)
23 and the members' eligibility will be locked in based on the load as of the
24 effective date of coverage.
25

26 b. For unit members eligible to enroll as of the beginning of the Spring
27 semester, the following steps will apply:
28

29 (1) The District will notify unit members who meet the load eligibility
30 requirement based on the initial confirmation letter issued prior to the
31 beginning of the semester.

32 (2) The unit members will notify the District by January 15 of their
33 intent to enroll at the contribution level indicated above.

34 (3) With the exception of late start classes, benefit coverage will be
35 effective as of February 1. Coverage for eligible unit members teaching
36 late start classes will be effective the first of the month following the start
37 of the class. Regardless of subsequent changes to a unit member's load,
38 the District contribution for the fall semester (as specified in section 13.1)
39 will be locked in based on the load as of the effective date of coverage.

40 13.2 Unit members shall be eligible to participate in the Plan upon completion of two
41 (2) semesters of at least forty (40) percent of a full-time load each semester ~~FTE~~ or more service
42 within the preceding two (2) academic years ~~commencing with fiscal year 2006/07, or 6.00 LHE~~
43 ~~each semester commencing with spring semester 2010~~, so long as they continue in employment

44 and authorize payroll deductions or make payments as required by Section 13.4 below. The
45 calculation of load eligibility will be based on the actual load of those prior semesters.

46 13.3 Eligible unit members whose earnings in any month are insufficient to cover their
47 premium co-payment shall submit required premium payment(s) to the District no later than the
48 tenth (10th) of the month preceding the month for which said premium is due. Failure to adhere
49 to the established deadline for payment shall result in immediate termination of coverage.

50 13.4 Unit members shall be ineligible for continued participation in the Plan if their
51 assignment with the District drops below 40% of a full-time load ~~6.00 LHE~~ in two consecutive
52 semesters.

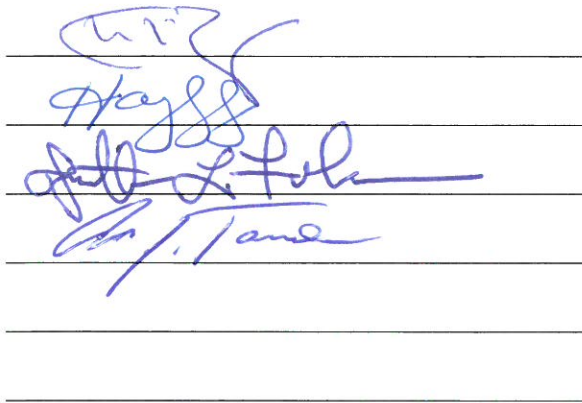
53 13.5 Unit members shall be ineligible to participate in the Plan if he/she has or is
54 eligible to receive medical insurance benefits as an employee, spouse, or dependent paid for by
55 any other employer.

56 13.6 ~~Unit member to be appointed to new subcommittee of Benefits Committee to~~
57 ~~discuss medical plans for associate faculty members.~~ In the event the district forms a committee
58 to discuss medical plans for associate faculty members, an associate will be appointed to serve
59 on the committee.

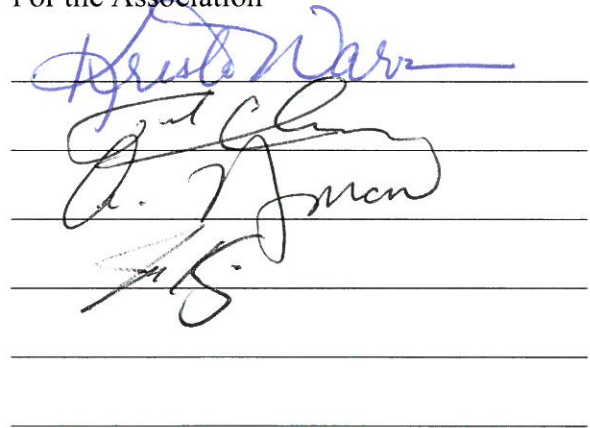
60 13.7 The District may make such modifications as it deems necessary for unit member
61 health benefit coverage and eligibility to comply with the Affordable Care Act provided that no
62 unit members eligibility or benefits shall be reduced below the levels provided in this Article.

Tentatively Agreed to on this date: 4/12/18

For the District

Four handwritten signatures in blue ink are written over four horizontal lines. The signatures are: 1. A signature that appears to be 'W. P. ...'. 2. A signature that appears to be 'Hayes'. 3. A signature that appears to be 'John L. ...'. 4. A signature that appears to be 'C. J. ...'.

For the Association

Four handwritten signatures in blue ink are written over four horizontal lines. The signatures are: 1. A signature that appears to be 'Gregory ...'. 2. A signature that appears to be 'John ...'. 3. A signature that appears to be 'D. J. ...'. 4. A signature that appears to be 'M. B.'.