

Article 10: Benefits

"BENEFITS" mean the District-provided coverage to faculty members and their eligible dependents, or solely to faculty members, for medical, dental, vision, life insurance, and long-term disability income protection.

10.01 BASIC BENEFITS: REGULAR, PROBATIONARY, AND TEMPORARY FACULTY MEMBERS AND THEIR ELIGIBLE DEPENDENTS: For regular, probationary, and temporary faculty members working with a 100 percent contract who select medical and/or dental coverage, the District will pay the full cost of the premium to the carriers, minus any applicable out-of-pocket premium costs paid by the faculty member. (See paragraphs 10.01.A.7.a. & b.) For regular, probationary, and temporary faculty members working with less than a 100 percent contract who select medical and/or dental coverage, the District will pay a pro-rata share of the premium to the carriers, and the faculty member will pay the balance.

A. Medical Coverage: Year Begins October 1 of Each Year

1. SRJC agrees to provide two medical plan options for regular faculty. Currently SRJC has arranged for Blue Shield and Kaiser Permanente group plans through Self Insured Schools of California (SISC). Information about the medical plan options is available from the Human Resources Department. An open enrollment period occurs once a year, typically in August and/or September. Information about any proposed changes will be published in advance of any change. If the existing health benefit plans change, there will be a new open enrollment period.
2. AFA and the District agree that Kaiser and SISC Blue Shield medical benefit group plans effective in 2010-11 will remain unchanged for 2011-12. Contract faculty will not incur any additional premium cost-sharing over that for 2010-11. (See paragraphs 10.01.A.7.a & b.)
3. The District agrees to pay for future medical premium increases at the rate equal to the State COLA adjustment for the year. Payment for the difference between the COLA amount and the premium cost increase will be negotiated and may require greater user participation in the cost of the benefits.
4. Eligible faculty members may open an IRC 125 Plan to accommodate their medical expenses.
5. The District reaffirms its commitment to providing health benefits for eligible employees and their families. Effective July 1, 2003, the practice that allowed a small group of faculty members to have "double coverage" ended. Each employee may make an individual choice of health care provider; however, an employee may not be enrolled concurrently as a subscriber in one District-sponsored plan and as a dependent in a second District-sponsored plan. Likewise, the family of an employee may be enrolled in only one District-sponsored benefit plan.

10.01 A. 6. Effective January 1, 2008, the Medicash option is only available to “grandparented” participants. No newly eligible employees will be offered this option. If a regular employee is working less than a 100 percent load, except when on sabbatical, as part of a preretirement reduction in load, or as part of an Early Retirement Option, the Medicash option will pay a portion of the stipend paid to employees working a full load. The portion will be pro-rated according to the percentage of the full-time assignment performed by the faculty member. If a faculty member stops the Medicash option, it will not be reinstated. Unit members who elected the Medicash option will not be eligible to enroll in a District retiree health plan upon retirement. In order to enroll in retiree medical coverage, Medicash participants must disenroll from the Medicash plan and enroll in a District health plan during the open enrollment prior to their retirement.

7. For FY and BY 2010-11, AFA and the District agree to the following:

a. Out-of-pocket monthly premium costs on a ten-month basis:

Kaiser Single	\$17.00
Kaiser Double	\$36.00
Kaiser Family	\$50.00
Blue Shield Single	\$22.00
Blue Shield Double	\$48.00
Blue Shield Family	\$66.00

b. AFA and the District agree that these levels of monthly out-of-pocket premium costs will not increase before October 1, 2013.

B. Dental Coverage: Year Begins October 1 of Each Year

1. The District will offer self-insured dental coverage administered by Shirrell Consulting Services, Inc.
2. A brief description of coverage follows. Note: Use of the plan and the change in level of provided benefits is based on the premise that the participant will maintain yearly preventive care. Breaks of longer than one year will result in beginning coverage as a Year 1 user.
 - a. Maximum benefit per person for any year is One Thousand Seven Hundred Fifty Dollars (\$1,750.00).
 - b. In Year 1 of use, the plan covers 60 percent of basic and major work and 80 percent of preventive work to the maximum allowable.
 - c. In Year 2 of continuous use, the plan covers 70 percent of basic and major work and 90 percent of preventive work to the maximum allowable.
 - d. In Year 3 of continuous use, the plan covers 90 percent of basic and major work and 100 percent of preventive work to the maximum allowable.
 - e. A brochure outlining the full coverage provided is available from the Human Resources Department.

C. Life Insurance and Accidental Death Benefit Coverage: Year Begins September 1 of Each Year

1. The District agrees to provide life insurance and accidental death benefits coverage as insured by the Standard Insurance Company.
2. Amount of coverage varies according to age of employee; through age 69 amount of coverage in each category is Fifty Thousand Dollars (\$50,000). After age 69 the coverage is Twenty-five Thousand Dollars (\$25,000) in each category.

- 10.01 C.** 3. Spouse and or domestic partner and eligible dependent children are also provided coverage of Five Thousand Dollars (\$5,000) in each category, except children under the age of 6 months are covered at the rate of Five Hundred Dollars (\$500) in each category.
4. Supplemental life insurance coverage is available at the employee's cost through payroll deduction.
5. A brochure outlining the full coverage provided is available from the Human Resources Department.

10.02 VISION BENEFITS: REGULAR, PROBATIONARY, AND TEMPORARY FACULTY – EMPLOYEE ONLY:

For regular, probationary, and temporary faculty members working 100 percent who select vision coverage, the District will pay the full cost of the premium for the employee only to the carriers. For regular, probationary, and temporary faculty members working less than 100 percent who select vision coverage, the District will pay a pro-rata share of the premium for the employee only to the carriers, and the faculty member will pay the balance.

- A. **Coverage Year:** The vision coverage year begins October 1 of each year.
- B. **Vision Services Plan.** The District agrees to provide Vision Services Plan vision coverage for all eligible employees.
- C. **Family Coverage.** Effective January 1, 2004, family coverage is available through the District, but paid for by the individual.
- D. **IRC 125 Plan.** Eligible employees may use the IRC 125 Plan to set aside money to pay for this family coverage.

10.03 LONG-TERM DISABILITY (LTD): REGULAR, PROBATIONARY, AND TEMPORARY FACULTY ONLY:

The District agrees to provide long-term disability (LTD) income protection for each eligible regular, probationary, and temporary faculty member.

- A. **Upon Disability:** Should an eligible employee become disabled while employed by the District he/she is eligible to apply for (LTD) income protection upon verification of the disability.
1. If the employee has fewer than five (5) years of service in the California State Teachers' Retirement System (CalSTRS), he/she is entitled to (LTD) benefits from the carrier, if approved, until normal retirement age. Normal retirement age is defined in the (LTD) contract with the District.
 2. If the employee has five (5) or more years of service in CalSTRS (LTD) coverage applies for up to one (1) year, if approved, while the employee applies for and qualifies for the CalSTRS disability program.
- B. **Questions:** Questions related to the District program should be addressed to the Human Resources Department. Questions related to the CalSTRS program should be addressed to CalSTRS.

10.04 ADJUNCT FACULTY BENEFITS

- A. **Adjunct Faculty Eligibility for Pro-rata Benefits:** Some adjunct faculty members may be eligible for pro-rata benefits explained in [Appendix 1: Adjunct Faculty \("Y"-rated and Pro-rated\)](#).

10.04 B. Part-Time Community College Faculty Health Insurance Program:

The District will invite all adjunct faculty members employed by this District who meet the State and District requirements for eligibility to participate in this program. AFA and the District anticipate that the State will pay for a portion of the cost of medical insurance premiums for eligible adjunct faculty members.

1. For Fiscal Year 2011-12, the District will continue to participate in this state-sponsored program, also known as the Adjunct Medical Benefits Program (AMBP). AFA and the District agree that adjunct faculty participating in the AMBP will not incur any additional premium costs over those for 2010-11. Increased premium costs for adjunct faculty will be paid from the Adjunct Medical Benefits Account (AMBA) for the 2011-12 fiscal year. (See paragraph 10.04.B.6.) Any shortfall from actual costs will be deducted from the AFA Health & Welfare Benefits Account (AHWBA) after reconciliation has been done at the end of the 2011-12 fiscal year. (See paragraph 10.05.E.)
2. For Fiscal Year 2011-12, AFA and the District will continue to offer the program under the same terms of District eligibility as in 2010-11, and will publish procedures and forms for application and enrollment in this coverage.
3. Adjunct faculty members must demonstrate that they meet the State and District requirements for eligibility.
4. This program will continue for as long as state funds are provided for this purpose.
5. The medical plan options offered to regular faculty are also offered to eligible adjunct faculty. (See paragraph 10.01.A.1.) Eligible adjunct faculty members are required to pay 50 percent of the premium cost for the plan they select, and any premium cost above the established cap. Information about the AMBP is available from the Human Resources Department. Information about proposed changes will be published in advance of any change. If the existing health benefit plans change, there will be a new open-enrollment period.
6. In the absence of sufficient state funding for the program, beginning in Summer 2010, the hourly salary schedules will be reduced by an additional 2.00 percent that is separate of, and additional to, any other reductions made to the hourly salary schedules.
 - a. The District will credit the AMBA an amount equivalent to the actual 2.00 percent reduction in salary savings, plus employer-paid payroll expenses (estimated as an additional 6.62 percent of hourly rate pay). An estimate of the total amount will be credited at the beginning of the year, with a true-up to the year's actual amount made in the subsequent year.
 - b. The amount contributed by the State through the District's participation in the Part-Time Community College Faculty Health Insurance Program will be deposited in the AMBA.
 - c. AFA College Service & Technology Training (ACSTT) funds may be credited as designated by AFA into the AMBA as described in [Article 3: Association Rights](#), paragraph 3.18.B.
 - d. The AMBP (also known as the Part-Time Community College Faculty Health Insurance Program in paragraph 10.04.B) will be funded with the credits and deposits described in items 10.04.B.6.a through c listed above, and these will accrue over the course of each fiscal year. In the event of a shortfall in the AMBA, AFA will agree to offsetting conciliations or concessions.

- 10.04 B.** 6. e. The balance of funds in the AMBA at the end of the fiscal year will be brought forward to the next year. In the event of the termination of the District's participation in the AMBP, AFA will designate the use of any positive balance in the AMBA.
- f. Should AFA and the District agree to terminate the program, the aforementioned 2.00 percent in salary reductions will be restored to the hourly salary schedules.
7. AFA and the District agree to continue to investigate practical methods to achieve health benefits cost containment and to attempt to address any funding gaps that may arise between the funding available from the District/State and the cost of the program for adjunct faculty.

10.05 NEGOTIATIONS FOR PAYMENT OF BENEFIT COSTS

- A. **Timeframes:** Because the fiscal year (FY) runs from July 1 through June 30 and the benefit year (BY) runs from October 1 through September 30, negotiations for benefits straddle two fiscal years. Costs are negotiated on a fiscal-year basis and benefit plans are negotiated on a benefit-year basis.
- B. **Cost Containment:** AFA and the District agree to continue to investigate practical methods to achieve health benefits cost containment.
- C. **Employee Assistance Plan.** AFA and the District agreed to discontinue the Employee Assistance Plan (EAP), effective June 30, 2009, in exchange for the net ongoing cost reduction of Two Thousand Eight Hundred Dollars (\$2,800) per year as an offset against ongoing increases to regular faculty medical benefits premiums.
- D. **AFA Medical Premium Reserve Fund:** Effective July 1, 2007, the District established an account in the amount of Fifty Thousand Dollars (\$50,000) called the "AFA Medical Premium Reserve Fund." The terms for adding money to the fund and using the fund were negotiated during 2007-08. AFA and the District agreed that the funds would roll into the 2008-09 budget if unused or if agreement on the terms for adding money to the fund and using the fund was not reached.
- E. **AFA Health and Welfare Benefit Account (AHWBA):** The total "credit" given in the 2009 agreement to reschedule and cancel sabbatical leaves (Eight Hundred Five Thousand Dollars [\$805,000]) is "one-time" money that is to be held in a rolling account called the "AFA Health and Welfare Benefits Account" (AHWBA). (See also [Article 25: Sabbatical Leave](#), paragraph 25.02.D.5.) This credit can be directed by AFA towards health and welfare benefits and/or the Adjunct Faculty District Activities Fund (AFDAF).
1. AFA and the District agreed that the maximum amount available for use or redirection in 2009-10 would be Two Hundred Thousand Dollars (\$200,000), and in subsequent years the amount available for use or redirection would be Two Hundred Thousand Dollars (\$200,000) plus the unused portion of any of the previous years' credit. For FY 2010-11 AFA and the District agreed to a drawdown of \$202,873.
 2. AFA and the District agreed that for FY 2009-10, the increased cost of regular faculty medical and dental benefits, approximately One Hundred Seventy-six Thousand Seven Hundred Forty-five Dollars (\$176,745), would be transferred from the AHWBA to the District. (See [Article 25: Sabbatical Leave](#), paragraph 25.02.D.5.)

- 10.05 E.** 3. For FY 2010-11 and thereafter, the District and AFA will share regular faculty medical benefit costs as follows:
- a. District contributions will be calculated using the FY 2008-09 cost levels as a base. The District will add Two Thousand Eight Hundred Dollars (\$2,800) from the EAP cost savings plus any funded COLA increase for FY 2009-10 plus 50 percent of the FY 2009-10 premium cost increase after the credit for funded COLA.
 - b. AFA contributions will be calculated using the FY 2008-09 cost levels as a base. AFA will contribute 50 percent of the FY 2009-10 premium increase after application of the Two Thousand Eight Hundred Dollars (\$2,800) EAP cost savings and the credit for funded COLA.
 - c. AFA and the District will negotiate and agree upon any excess premium cost above the total amount of items 10.05.E.3.a and 10.05.E.3.b.
 - d. AFA and the District agreed that AFA's portion of the 2009-10 projected cost increase to medical benefit plans was Eighty-eight Thousand Three Hundred Seventy-three Dollars (\$88,373). This amount was transferred from the AHWBA. (See paragraph 10.05.E. and [Article 25: Sabbatical Leave](#), paragraph 25.02.D.5.)
4. AFA and the District agreed that for FY and BY 2010-11, AFA would use \$14,500 from the AHWBA to cover the increases to the cost of the dental plan.
 5. For FY and BY 2010-11, AFA agreed to transfer One Hundred Thousand Dollars (\$100,000) from the AHWBA to further defray the cost increases to the medical benefit plans and to avoid further reductions to the salary schedules. AFA and the District agreed to waive the annual Two Hundred Thousand Dollar (\$200,000) limit for BY 2010-11.
 6. For the 2011-12 fiscal year, the drawdown of the AHWBA will be \$205,000. The projected drawdown schedule would be revised as follows:

<u>Fiscal Year</u>	<u>Beginning Balance</u>	<u>Ending Balance</u>
2009-10	\$805,000	\$678,255
2010-11	\$678,255	\$475,382
2011-12	\$475,382	\$270,382
2012-13	\$270,382	\$70,382
2013-14	\$70,382	\$0

10.06 RETIREMENT BENEFITS: See [Article 24: Retirement](#) for a description of all retirement benefits and plans available to regular, probationary, temporary, and adjunct faculty. Article 24 also includes a description of existing retirement benefit levels.

10.07 HOURLY ASSIGNMENT SERVICE CREDITS: See [Article 24: Retirement](#).