

ARTICLE IX: HEALTH AND WELFARE BENEFITS

- 9.1 Effective January 1, 2002, the College District shall contribute annually the amount of five thousand two hundred dollars (\$5,200) to the health and welfare benefits for full-time Bargaining Unit Members who waive health and welfare benefit coverage and who take, as salary, the College District's level of contribution toward these benefits. These contributions shall cease with respect to any employee hired after January 1, 2002. All currently employed Bargaining Unit Members shall be "grandfathered in" to the current health and welfare benefits program with the continued ability to opt-out of health and welfare benefit coverage. Any Bargaining Unit Member hired or terminated during the year shall have their health and welfare benefits prorated in accordance with the months of service provided to that position.

Effective, January 1, 2023, the College District will guarantee full-time Unit members participating in the College District-wide Health and Welfare program, an ongoing health & welfare contribution in an amount such that the premium for employee-only for Kaiser Permanente or UHC Harmony is fully covered by the College District, and that the premiums for employee +1 and family plans for Kaiser Permanente are at least 90% covered by the College District. Those bargaining Unit members who choose other health plan offerings will pay the difference between the above-mentioned amount for Kaiser Permanente and the actual cost, except that employee-only bargaining Unit members who select United Health Care Network One (UHC-N1) will receive an amount equal to the UHC-N1 employee-only premium, less \$50 per month. All other employee-only coverages will receive the same district contribution as that for UHC-N1. The College District will fully pay the cost of mandatory life insurance and mandatory dental insurance for Unit Members who participate in the College District-wide Health and Welfare program.

- 9.2 Effective January 1, 2024, Part-time Bargaining Unit employees shall be entitled to the same health and welfare benefits as full-time employees. Employee must meet the individual insurance carrier's eligibility requirements.
- 9.3 The Health & Welfare Benefits Committee, which includes CSEA appointees, shall make recommendations for changes to the health and welfare plan and/or vendors to the common table for bargaining.
- 9.4 Health and welfare benefits shall be selected on the Health and Welfare Selection form.
- 9.5 **Service Retirement Medical Coverage** - The College District shall continue to provide medical insurance coverage for all Bargaining Unit employees who retire prior to the age of sixty-five (65), until they are eligible for Medicare, and who meet the following requirements:
- 9.5.1 Effective January 1, 1999, the minimum years of satisfactory service shall be fifteen (15) years and the Bargaining Unit employee shall have reached the age of fifty (50) in the year of application.
- 9.5.2 The employee must be enrolled in a College District health provider program at time of retirement for the minimum period of one (1) year. The Human Resources Office shall verify that the requirements have been met and notify the Superintendent/President of the employee's eligibility.

9.5.3 Medical support shall be for the retiring employee only, and shall not exceed the College District maximum health and welfare benefits support program. The retiree and their eligible dependents may elect to participate in the College District's dental plan at the employee's own expense. Employees may participate in the plan until the employee becomes eligible for Medicare. Subject to carrier contract specifications and limitations, the retiree and their eligible dependent(s) may participate in applicable portions of the College District's Health and Welfare Benefits Plan at the employee's own expense.

9.5.4 If a Bargaining Unit Member qualifying under 9.5.1. and 9.5.2. moves out of the service area of College District health providers, the retired Unit Member shall be reimbursed, until the retiree qualifies for Medicare or its successor, up to the current average College District cost for active members, limited to verified medical coverage costs paid by the member.

9.5.5 The College District shall provide for each full-time Bargaining Unit Member beginning at the time of Medicare eligibility who qualifies for the continuation of medical insurance coverage under subsection 9.5 of this Agreement, and who retires during the period of time covered by this Agreement, an amount of one thousand dollars (\$1,000) a year towards reimbursement of any major medical coverage, including Medicare, for the covered retiree only.

9.5.6 At the Bargaining Unit Member's election, the benefits provided under subsection 9.5.5 may be substituted for the benefits provided under subsection 9.5.3. and 9.5.4. (This election is irrevocable. Once the Unit Member drops College District medical coverage, it may not be reinstated).

9.6 **Family Leave Coverage** - Eligible Bargaining Unit Members who receive Family Leave pursuant to Section 12.12 shall receive health and welfare benefits for the duration of the leave in accordance with the Family and Medical Leave Act. In the event the Bargaining Unit Member fails to return from their Family Leave at the expiration of the leave, they shall reimburse the College District for all premiums paid by the College District during the leave.

9.7 **Mandatory Life Insurance** - Effective July 1, 2024, CSEA bargaining Unit Member's mandatory life insurance will increase from \$50,000 to \$75,000, equitable to other bargaining units. If any other bargaining unit receives a higher increase in life insurance, CSEA bargaining units members will receive the same. It is understood that the taxable portion of this benefit shall be in line with IRS regulations.

9.8 **Access to the College Fitness Center** - All Unit Members shall have free and full access to the Southwestern College Fitness Center including (but not limited to) all weight equipment, cardio equipment, and swimming pools. To qualify for this optional membership, the Unit Member must apply. It is understood that this is a taxable benefit.

9.9 **Lactation Rights pursuant to (FLSA 7), (LAB§1030), (LAB§1031):**

9.9.1 The College District shall comply with all applicable laws pertaining to lactation rights, including, but not limited to FLSA 7, CA. Labor Code §1030-1031.