



HUMAN RESOURCES BENEFITS

Adjunct Medical Benefits

Part-Time Unit Member and Multi-District and Part-Time Unit Member Health Insurance Program

Effective Fall 2023 eligible Adjuncts shall be offered the same medical insurance benefits as provided to full-time faculty pursuant to the Southwestern College Education Association (SCEA) collective bargaining unit agreement. Medical coverage is for the eligible Adjunct and their dependents.

Adjuncts will be eligible in one of two ways and as defined below:

Part-Time Unit Members: Defined as a Part-Time Unit member having an assignment at a single district that is greater than or equal to 40% of the minimum full-time assignment at that district (6.00 LHE).

Multi-District Unit Members: Defined as a Part-Time Unit member with total assignments at two or more college districts equal to or greater than 40% of a full-time assignment (6.00 LHE).

It is important to note that an adjunct is defined as one of the two definitions above, however they cannot simultaneously be both.

Eligibility Requirement for Part-Time Unit Member:

- Part-Time Unit member has a teaching assignment at SWC that is greater or equal to 40% (6.00 LHE) of a full-time assignment.
- Part-Time Unit member must enroll within the timelines outlined below. Part-Time Unit member and their qualified dependents must not be receiving health insurance coverage from another source, either directly or as a spouse, domestic partner, or dependent, in accordance with CA Education Code 87864.
- Part-Time Unit member does not have full-time employment elsewhere nor is or has retired from another position.
- Part-Time Unit member may meet an average 40% assignment requirement for the Spring semester by combining their Fall and Spring assignments from the current academic year.

Eligibility Requirements for Multi-District Unit Member:

To be eligible for reimbursement of a portion of your paid medical health insurance premium, a Southwestern College District Part-Time Unit member must fill out the Multi-District Unit Member Reimbursement form and meet all the following criteria:

- Multi-District Unit member does not have a teaching assignment equal to or greater than 40% FTE at a single California community college district that offers Part-Time Unit member benefits.
- Health insurance premiums for Adjuncts or their dependents are not paid by an employer other than a California community college district.
- Multi-District Unit member has a combined teaching assignment equal to or greater than 40% FTE at two or more California community college districts.



CALL US FOR MORE INFO

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