



SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

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SAN LUIS OBISPO COMMUNITY COLLEGE DISTRICT

TENTATIVE AGREEMENT

December 15, 2022

Pending CCFT Ratification and Board of Trustees Approval

The San Luis Obispo County Community College District and the Cuesta College Federation of Teachers have completed negotiations of Article 4.2, specific to part-time faculty health insurance for the 2023-2024 and 2024-2025 academic years. This article will be amended as follows:

Should the District's cost for PT health care premiums exceed a total of \$100,000 in an academic year (i.e. state fund is depleted, reduced or eliminated, and the district's reimbursement is less than 100%), the District and the Federation will reopen negotiations on this topic at the request of either party.

4.2 Commencing on July 1, 2023, a temporary (PT) faculty member shall be eligible for the same District-sponsored healthcare coverage and fringe benefit amounts provided to full-time faculty as defined in Article 4.1 when meeting one the following eligibility criteria as set forth under Education Code Section 87860 – 87868 and the other conditions set below:

- 4.2.1 Has a teaching assignment as a part-time faculty member with the District equal to or greater than forty percent (40%) of a full-time teaching assignment District
- 4.2.2 Has a current teaching assignment as a part-time faculty member with the District and had teaching assignments in the previous two consecutive semesters with an average of equal to or greater than forty percent (40%) of a full-time teaching assignment with the District.
- 4.2.2 To be eligible, the part-time faculty member must not be receiving health insurance coverage from another employer either directly, as a spouse, a domestic partner, or as a dependent in accordance with Education Code Section 87864.
- 4.2.3 The employee may elect to choose insurance for one party, two party or family coverage. To be included in plan coverage, dependents of part-time faculty members participating in the District-sponsored healthcare program



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shall not be receiving benefits from another source simultaneously. Employees will be expected to sign a document with Human Resources verifying they are not receiving benefits from another source.

4.2.4 Open Enrollment Periods:


1. Once an employee is eligible to participate in the program, they have thirty days to enroll, or they must wait for the next enrollment period.
2. An eligible employee who chooses not to participate in the program must wait until the next open enrollment period to join the program.

4.2.5 Multi-District Part-Time Faculty: Has a teaching assignment as a part-time faculty member with the District and one or more other California community college districts where the total teaching assignment is equal to or greater than 40% of a full-time teaching assignment.

4.2.5.1 A qualifying Multi-District Part-Time Faculty Member must provide timely documentation as requested by the District demonstrating they meet the eligibility requirements as stated in Article 4.2. If the faculty member does not or is not able to provide the required documentation, the District may elect to defer offering insurance until the next available open enrollment period.

4.2.5.2 Upon receipt of evidence of the Multi-District Part-Time Faculty Member's medical premium payment(s), the District shall issue a reimbursement equal to its share of this premium payment. The District's share shall be determined by dividing the total health insurance premium paid by the multidistrict part-time faculty member by the total number of California community college districts in which the multidistrict part-time faculty member currently holds an active assignment. The District's share shall not exceed that which it would have paid if the Multi-District Part-Time Faculty Member had purchased the District's most commonly subscribed plan for the selected number of dependents.

ACCEPTED AND AGREED TO:

  
Heather Tucker (Dec 15, 2022 15:22 PST)

Dec 15, 2022

Heather Tucker  
Chief Negotiator

Date

CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909



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*Melissa Richerson*

Dec 15, 2022

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Melissa Richerson  
Vice President Human Resources & Labor Relations  
SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

Date