

ARTICLE THIRTEEN – FRINGE BENEFITS

13.1 Part-time Employee Benefits

(For employees hired into budgeted positions of .500 FTE or greater)

- 13.1.1 Part-time employees covered by this Agreement shall earn economic benefits on a prorated basis according to the percentage of normal hours regularly worked except as otherwise provided in this Agreement. Leave and seniority accruals will be accumulated for all college hours worked as a classified bargaining unit employee up to the maximum provided for full-time equivalency hours.

13.2 Class Attendance

- 13.2.1 Classified employees hired into budgeted .500 FTE or greater positions may register for and attend any classes offered by the College tuition free, as long as attendance by the employees does not conflict with the employees' regular working hours, except as approved by the employees' supervisor.
- 13.2.2. The College will attempt to accommodate requests for flexible scheduling when extra time is needed for class attendance. The employee will remain responsible for working a full work day when a flexible schedule is approved.
- 13.2.3 Less than .500 FTE employees may register for one class per term tuition free, as long as attendance by the employee does not conflict with the employees' regular working hours, except as approved by the employees' supervisor. In addition, less than .500 FTE employees may register for and attend any classes if the employee has worked 700 hours or more in the past twelve (12) months.
- 13.2.4 Family/Partner Tuition Waiver

Family/Partner tuition waiver benefits are extended to qualified dependents defined as a qualified spouse, same-sex domestic partner, persons for whom the employee is a legal guardian, or an IRS dependent.

- 13.2.5 Classified employees working .500 FTE or more and those covered by Article 3.3.2 will have unlimited tuition waivers for each qualified family member or partner. Classified employees working from .200 to .499 FTE will have one tuition waiver per eligible family member or partner.
- 13.2.6 Classified employees will be responsible for submitting to the College the certification of persons qualifying before their registration of classes.
- 13.2.7 Tuition waivers available to each qualified family member or partner are subject to the maximum enrollment limits in a class and are subject to adequate enrollment of the other students in the class. A tuition waiver student will not be counted toward minimum enrollment in a class without an approved exception from the College.
- 13.2.8 Tuition waivers shall cover only tuition and shall not include class fees, project-material costs, or other related costs. Tuition waivers shall include an exception from the transportation fee for specific classes related to the College Wellness Program or classified professional development. These classes shall be identified prior to each academic term by mutual agreement between the College and the Union. The College shall clearly communicate with employees concerning the classes that are exempt from the transportation fee and it is the employee's responsibility to correctly register for such classes using a prescribed process. In any event, fees charged to members of the classified bargaining unit shall not exceed fees charged to members of the faculty bargaining unit or to managers taking the same class by using their respective tuition waiver.

13.3 Insurance

(For employees hired into budgeted positions of .500 FTE or greater)

13.3.1 All employees shall receive the following college-administered insurance benefits:

13.3.1.1 Employee health insurance, with major medical;

13.3.1.2 Employee dental insurance;

13.3.1.3 Employee vision insurance;

13.3.1.3.1 For the Fiscal Year 2016-17, the health insurance, including major medical, prescription coverage, dental insurance and vision insurance shall include up to six (6) medical plans with options for PacificSource Health Plans PSN network and SmartChoice network options, one vision plan and one prescription coverage plan. It shall include two (2) dental plans, MODA dental and Willamette Dental.

13.3.1.4 Employee term life insurance in the amount of \$50,000;

13.3.1.5 Employee paid longterm disability insurance to provide 66 2/3% of gross income after ninety (90) calendar days, not to exceed the limits of the plan. Eligible classified employees may "buy-up" additional long-term disability coverage at their own expense via annual enrollment procedures. These premiums are to be paid by the individual employee on a post-tax basis via payroll deductions based upon LTD enrollment decisions.

13.3.1.6 Effective July 1, 2016, the College's employer contributions for the cost of health insurance premiums shall remain at the 2015-16 college contribution level for PacificSource Plan A Medical and Vision, and MODA Dental. The College contributions for any plan option effective July 1, 2016 are: \$824.48 for Employee only coverage; \$1,770.99 for Employee + One coverage; and \$2,209.60 for Full Family coverage.

13.3.1.7 Future increases to the College's contributions for health insurance premiums shall be subject to economic re-opener and Main Agreement negotiations.

13.3.2 Section 125 Flexible Spending Account

(For employees hired into budgeted positions of .500 FTE or greater)

13.3.2.1 Section 125 Plan: The College agrees to sponsor a flexible spending account plan for eligible employees.

13.3.2.2 Eligible employees must first voluntarily contribute a minimum of \$240/year to their healthcare Section 125 account, from their own gross payroll subject to Section 125 pre-tax withholding.

13.3.2.3 Eligible employees who participate in the healthcare Section 125 withholding may be eligible to receive a contribution from the College to their healthcare Section 125 accounts. The College's contributions shall be based upon the eligible employee's insurance enrollment tier as follows:

13.3.2.3.1 Employee Only - \$670/calendar year

13.3.2.3.2 Employee Plus One - \$1,340/calendar year

13.3.2.3.3 Full Family - \$1,715/calendar year

13.3.3 An open enrollment period will be provided prior to any rate adjustments for employees to change their dependent coverage.

13.4 Benefit stipend in lieu of insurance

(For less than .500 FTE employees)

13.4.1 After the completion of 700 hours of classified employment in any consecutive twelve (12) month period, employees shall receive a benefit stipend of \$100 per month. Hours worked will be monitored on a monthly basis to establish eligibility. This stipend shall be added to the employee's salary and shall be paid so long as the employee maintains an employment level of 700 hours in a twelve (12) month period. Once initial eligibility is established, cumulative hours worked will be monitored on April 1 and October 1 each year. In order to maintain eligibility for the stipend for another six-month period, the employee must have worked at least 700 hours in the twelve (12) month period prior to these review dates. The stipend will not be paid in any pay period in which the employee does not work.

13.5 Uniforms

13.5.1 The College will provide any uniform or other protective clothing which it requires its employees to wear.

13.6 Insurance Premium Assistance Program (For employees hired into budgeted positions of .500 FTE or greater)

13.6.1 The Insurance Premium Assistance Program (IPAP) is designed to assist with insurance premiums for those employees who have exhausted all available leave accounts. Employees qualify for the program using the following criteria:

13.6.1.1 All accumulated leave hours have been exhausted (sick, vacation, personal).

13.6.1.2 College-paid insurance benefits have been exhausted.

13.6.1.3 Employee has one full year of employment with the College (12 months of seniority).

13.6.1.4 Physician's statement certifying employee's inability to work has been received.

13.6.2 The IPAP will provide insurance premiums for coverage at existing levels for up to three (3) months.

13.6.3 One representative appointed by the Union and one representative from the College will review all requests and approve disbursements with funds being transferred to cover the premium expense.

13.6.4 Employee Assistance Plan: the College shall maintain an Employee Assistance Plan, which shall be available to all unit members.