

Health Insurance Eligibility

All positions of .50 full time equivalent or more hired for six or more consecutive months in a non-temporary position are eligible for insurance benefits. This includes employees assigned to one or more than one position. Part-time employees less than .50 full time equivalent and temporary employees are not eligible for insurance benefits. Grant funded positions are not eligible for insurance benefits unless specifically provided for by the grant.

Sporadic employment over six nonconsecutive months does not make the employee eligible for insurance benefits.

Full-time employees are those regularly scheduled to work 1898 to 2080 annual hours (36.5-40 hours per week or .91-1 full time equivalent) and are eligible for the College's benefit package, including family health insurance, subject to the terms and limitations of each program. The College will contribute a monthly flat amount or cap towards the insurance premium and the employee will be required to contribute through payroll deduction for the uncovered balance, if any. The amount the College will contribute for non-represented employees is determined on an annual basis during the budget process.

Part-time employees are those regularly scheduled to work 1040 to 1872 annual hours (20-36 hours per week or .5-.9 full time equivalent) and are eligible for the College's benefit package at a prorated level, including employee-only health insurance, subject to the terms and limitations of each program. Part-time employees fall into three categories:

1. Employees who work less than 1040 annual hours (19 hours per week or less than 0.49 full time equivalent); no benefits.
2. Employees who work 1040 to 1508 annual hours (20-29 hours per week or .50-.74 full time equivalent); benefits are prorated at 50 percent, have employee-only health insurance, and pay 50 percent of the insurance premium.
3. Employees who work 1560 to 1872 annual hours (30-36 hours per week or .75-.90 full time equivalent); benefits are prorated at 75 percent, have employee-only health insurance, and pay 25 percent of the insurance premium.

Insurance for faculty is contained within the collective bargaining agreement.