

## **Health Insurance Eligibility**

All positions of .75 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 at TVCC. Part-time employees less than .75 full time equivalent and temporary employees are not eligible for insurance benefits. Grant funded positions are eligible for insurance benefits if they meet the six or more consecutive month rule.

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

Full-time employees are those regularly scheduled to work at least 1536 to 2048 annual hours (30 – 40 hours per week or .75 – 1 full time equivalent) 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 up to 29 hours per week) and will not be eligible for the College's benefit package including health insurance. Insurance for full-time faculty is contained within the collective bargaining agreement (CBA).