

**SIDELETTER BETWEEN THE
SAN DIEGO COMMUNITY COLLEGE DISTRICT
AND
AFT GUILD, LOCAL 1931 FACULTY BARGAINING UNIT**

It is the intent of the parties to fully comply with the provisions of recently signed AB 190 (chaptered as Education Code Sections 87860 – 87868) which allows the District to expand eligibility for part-time faculty to participate in the District’s health insurance and allows the District to receive 100% reimbursement for its part-time faculty healthcare program. To that end, the parties agree to modify their existing collective bargaining agreement as follows:

10.2.2.1 Adjunct faculty shall be eligible for the District-paid contribution toward health premiums as defined in Sections 10.3.2.1 and 10.3.2.2 of this Article if they serve an average equal to ~~fifty percent (50%)~~ forty percent (40%) of a full-time assignment for two (2) consecutive academic semesters.

~~Adjunct Faculty who have previously qualified for benefits, and who subsequently have two (2) consecutive semesters with a forty percent (40%) assignment may remain in the benefits program. In order to remain in the benefits program they must receive a 60% assignment during the subsequent third semester.~~

10.3.2.5 Upon the initial effective date of eligibility, ~~the unit members is only eligible for employee only coverage.~~ The unit member may add her/his their spouse, domestic partner, or other dependents with the same District-paid contributions as contract employees ~~at no additional cost during subsequent open-enrollment periods in November, for coverage effective the following January 1.~~

10.11 Multi-District Part-Time Faculty Healthcare Reimbursement

10.11.1 Eligibility

To be eligible for health insurance reimbursement for a portion of their paid medical insurance premium, a Multi-District Part-Time Faculty Member must have met all of the following criteria over the past two consecutive fall/spring or spring/fall semesters:

- a) Served in more than one California community college district;
- b) Not have held an assignment in any California community college district with a health care program for part-time faculty in which their assignment equaled or exceeded 40% of the full-time equivalent tenured faculty assignment;
- c) Not have received coverage from any other employer sponsored plan, or as a

covered dependent of anyone receiving coverage from an employer sponsored plan;

d) Have purchased a healthcare plan covering themselves and optionally any eligible dependents.

10.11.2 Certification

a) A qualifying Multi-District Part-Time Faculty Member must provide documentation as requested by the District demonstrating they meet the eligibility requirements as stated in 10.11.1, in addition to signing an affidavit provided by the District attesting to having met these requirements.

10.11.3 Reimbursement

a) Upon receipt of evidence of the Multi-District Part-Time Faculty Member's medical premium payment, 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.

If the District receives less than 100% reimbursement from the State for its medical premium and reimbursement expenses under this program the parties shall re-open negotiations on this topic upon the request of either party.

Gregory Smith, Vice Chancellor
Human Resources

Jim Mahler, President
AFT Guild, Local 1931

Date: _____

Date: _____