

## ARTICLE 15 – EMPLOYEE BENEFITS

### A. INSURANCE BENEFITS AVAILABLE

For each eligible full-time bargaining unit member who has elected to participate, the College shall contribute a maximum of \$1380 per month toward the purchase of the following insurance benefits:

- Full Family Medical
- Full Family Vision
- Full Family Dental
- Employee AD&D/Group Life - \$30,000

Effective October 1, 2021, the College contribution to insurance benefits will be increased by \$25 to a maximum of \$1405 per month. This section shall be automatically reopened effective March 1, 2022 and again on March 1, 2023 for the purpose of negotiating whether the maximum College contribution should be increased. Additionally, the entire Article 15 shall be automatically reopened effective March 1, 2024, for the purpose of negotiating whether the maximum College contribution should be increased and any other changes the parties desire to make in this Article. The College will contribute an additional \$50 per month for any full-time member whose annual salary is \$36,000 or less. Employee contributions shall be deducted from the employee paychecks. Insurance options will be discussed and reviewed with the College at the earliest opportunity.

### B. LONG-TERM DISABILITY INSURANCE

Long Term Disability insurance premiums shall be deducted from the employee's monthly pay. The policy shall provide two-thirds salary, maximum \$5,000/month, available after ninety (90) days of disability.

### C. DOMESTIC PARTNER COVERAGE

Domestic Partner coverage will be available to those employees who submit the notarized signed affidavit acceptable to the insurance company(ies).

### D. SECTION 125 AND HEALTH SAVINGS ACCOUNT PLANS

The College shall provide Section 125 Plans (A and B) for use by members. Beginning with ratification, administrative fees will be paid by the College.

For each employee who selects a plan with a Health Savings Account (HSA) option the College Agreement between Umpqua Community College and UCC Classified Association 2021 - 2025 shall contribute any remaining premium contribution, after the monthly premium has been paid, into the employee's HSA account until it is no longer allowed by state law, statute, or OEGB rule.

#### E. CONTINUATION OF BENEFITS

Members completing their annual contractual duties shall receive the full twelve (12) months of insurance benefits. Members not completing their annual contractual duties shall receive College contribution for any month in which they worked. Thereafter, terminating employees may selfpay to participate in the College's insurance program if eligible under COBRA.

#### F. EARLY RETIREMENT

1. Eligibility for early retirement benefits shall require the employee to have been hired prior to July 1, 2007 and meet the following standards:

a. The employee shall be 58 years of age and have completed a minimum of fifteen (15) years of continuous full-time equivalent (1.0 FTE) service for the College during the period immediately preceding early retirement; or

b. The employee shall have completed a minimum of thirty (30) continuous years of fulltime equivalent (1.0 FTE) service for the College.

Coverage will be provided in accordance with OEGB rules and regulations.

2. Early retirement benefits for employees who are eligible as set forth above shall include the following:

a. The College shall contribute the premium amount equal to that of active members under the current benefit plan. Such premium payments for the retiree will continue for the life of the retiree or until the retiree becomes Medicare eligible, whichever comes first.

b. The spouses and dependents of eligible early retirees may also be covered by the medical, vision and dental insurance provided by the College. Once the early retiree is no longer eligible for coverage, College contributions for the member, spouse and eligible dependents will cease. However, the early retiree's spouse may continue coverage until they become Medicare eligible by paying 100% of the cost of coverage

based on tiered rates.

c. The member is responsible for making timely payments of their portion of insurance premiums through direct payment to the College. Direct payments must be made on a monthly basis (unless longer term payments are approved by Human Resources) and are due on or before the 10th of each month coverage is provided.

d. The same tuition waiver for classes as provided currently employed members will be available to the retiree, regardless of age.

e. Early retirement does not preclude the employee from continuing employment on a Agreement between Umpqua Community College and UCC Classified Association 2021 - 2025 part-time or contract basis at the option of the College.

3. Approved paid or unpaid leaves of absence do not constitute a break in continuous years of service but will not be counted as time served for this option, except as required by applicable law.

4. A minimum of six (6) months' notice must be given prior to the planned date of retirement. Normally, retirements should be effective at the end of an academic term. This requirement may be waived by the College President.

5. A "Lifetime Pass" will be granted to a retiring employee who has worked at the College for ten (10) or more years. The pass will entitle the member and one guest to free admission to College-sponsored events including athletic events. This pass will also allow the member and their spouse/domestic partner free tuition (but not fees) to classes.

## G. TUITION WAIVER

### 1. Eligibility

The College agrees to waive tuition (but not fees) for all members who enroll in classes at Umpqua Community College. Such classes may be taken either with or without credit.

Immediate family members of full-time employees are also eligible for this waiver. Immediate family for this purpose shall include spouse, children, stepchildren, domestic partner, or legal dependents which meet the IRS dependent definition. Children, stepchildren, and legal dependents are eligible for this waiver until age twenty-five (25).

### 2. Annual Allotment

Tuition waivers shall be granted tuition-free enrollment in all classes offered by the College, subject to space available.

### 3. Employee Enrollment in Classes

An employee may enroll in a class provided that:

- a. attendance does not interfere with the employee's regular responsibilities,
- b. they have first received permission from their supervisor if the class is taken during their normal workday,
- c. rescheduling of assigned duties is appropriate and manageable.

### 4. Waiver for Dependents of Deceased Employees

All dependents, as defined in Section G. 1. of this Article, of a deceased member who died while employed are entitled to six consecutive terms of tuition-free enrollment described in Section G. 1.