

ARTICLE 19 – EMPLOYEE BENEFITS A. INSURANCE BENEFITS AVAILABLE For each eligible full-time (1.0 FTE) faculty member who has elected to participate in the College’s insurance plans for the 2021-2022 academic year, the College shall make available a maximum of \$1405 per month toward the purchase of the following insurance benefits:

1. Full Family Medical
2. Full Family Vision
3. Full Family Dental

Such payments will be made retroactive to July 1, 2021.

Bargaining unit members who are less than 1.0 FTE shall receive a pro-rated share of the College’s contribution based on the percent of their regular workload.

The College will also pay the premium for employee AD&D/Group Life - \$30,000

B. LONG-TERM DISABILITY INSURANCE

Long-Term Disability insurance premiums shall be deducted from the employee’s monthly salary. The policy shall provide 60% salary, maximum of \$8000 per month, available after 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 PLANS

The College shall provide Section 125 Plans (A and B) for use by faculty members. The College will pay the administrative fee for any employee using the Section 125 (Flexible Spending Accounts) offered by the College.

E. CONTINUATION OF BENEFITS

Faculty members completing their annual contractual duties shall receive the full twelve (12) months of insurance benefits. Members terminating employment shall receive College contribution for any month in which they worked. Thereafter, terminating faculty members may self-pay to participate in the College’s insurance program if eligible under COBRA.

F. EARLY RETIREMENT

1. Eligibility for early retirement benefits shall be contingent upon the faculty member meeting the following standards:
 - a. The minimum age for full early retirement benefits shall be 58 years;
 - b. The faculty member shall have completed a minimum of fifteen (15) years of full-time (1.0 FTE) service for the College.
 - c. The faculty member shall have retired under PERS.
 - d. The faculty member must have begun work in a full-time (1.0 FTE) position prior to July 1, 2007
2. Early retirement benefits shall include the following:
 - a. For a faculty member who began work in a full-time (1.0 FTE) position prior to July 1, 2007, the College shall contribute towards the insurance premiums for the member and his/her spouse the

same amount contributed toward insurance for active members. Such benefits/premium payments for the retired faculty member will continue for the life of the faculty member or until the retired faculty member becomes Medicare eligible. Such benefits/premium payments for the retired faculty member's spouse will continue for the life of the faculty member's spouse or until the retired faculty member's spouse becomes Medicare eligible.

b. Early retirement does not preclude the faculty member from continuing employment on a part-time or contract basis at the option of the College.

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

4. A minimum of six (6) months' notice must be given prior to the planned date of retirement. This requirement may be waived by the College President.

5. A "Lifetime Pass" will be granted to any retiring faculty member who has worked at the College for ten or more years. The pass will entitle the faculty member and one guest to free admission to college-sponsored events including athletic events. This pass will also allow the faculty member and their spouse/domestic partner for free tuition to classes.

G. TUITION WAIVER

1. Eligibility.

The College agrees to waive tuition (but not fees) for any faculty member or member of their immediate family who enrolls in classes at Umpqua Community College. Such classes may be taken either with or without credit. Immediate family for this purpose shall include spouse, children, step-children, domestic partner, or legal dependents which meet the IRS dependent definition. Children, step-children, and legal dependents are eligible for tuition waiver until age 25.

2. Annual Allotment.

Tuition waivers shall be granted tuition-free enrollment in all classes offered by the College.

3. Faculty Member Enrollment in Classes.

A faculty member may enroll in a class provided attendance does not interfere with the employee's regular responsibilities to his/her students, he/she has first received permission from his/her Director if the class is taken during his/her normal work day, and such classes do not require rescheduling of assigned classes and duties.

4. Waiver for Dependents of Deceased Faculty Members.

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