

ARTICLE XV

EMPLOYEE BENEFITS

A. INSURANCE BENEFITS AVAILABLE

For each eligible full-time bargaining unit member who has elected to participate in the 2018-19 benefit year, the College shall contribute \$1280 per month toward the purchase of the insurance benefits listed below through June 30, 2019.

Effective July 1, 2019 the College shall contribute \$1330 per month toward the purchase of the insurance benefits listed below for each eligible full-time bargaining unit member who has elected to participate.

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

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.

1. For each employee who selects a plan with a Health Savings Account (HSA) option the College 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 OEBC rule.

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 PLANS

The College shall provide Section 125 Plans (A and B) for use by members. Administrative fees will be paid by the College.

E. CONTINUATION OF BENEFITS

Members completing their annual duties shall receive the full twelve (12) months of insurance benefits. Members not completing their annual duties shall receive College contribution for any month in which they worked. Thereafter, terminating employees 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 require the employee to have been hired prior to July 1, 2007 and either:
 - a. The employee shall be 58 years of age and have completed a minimum of fifteen (15) years of full-time equivalent service for the College; or
 - b. The employee shall have completed a minimum of thirty (30) years of full-time equivalent service for the College.
2. Early retirement benefits shall include the following:
 - a. For the retiree and their spouse/domestic partner, 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. Such benefits/premium payments for the retiree's spouse/domestic partner will continue for six (6) months beyond the life of the retiree or until the spouse/domestic partner becomes Medicare eligible, whichever comes first.

- b. The same tuition waiver for classes as provided currently employed members will be available to the retiree, regardless of age.
- c. Early retirement does not preclude the employee from continuing employment on a 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.
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, step-children, domestic partner, or legal dependents which meet the IRS dependent definition. Children, step-children, and legal dependents are eligible for this waiver until age 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. he/she has first received permission from his/her Supervisor if the class is taken during his/her normal work day,
- 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.