

SECTION IX (a): ARTICLE 22A – PART-TIME FACULTY PAID BENEFITS

Affecting the 2014 Plan Year, qualified part-time faculty employees shall have the option to enroll in any one of the plans offered by CalPERS: PERS Select, PERS Choice, and PERS Care (three PPO plans) and Blue Shield Access+, BlueShield NetValue, and Kaiser CA (three HMO plans). Brief information, including benefits, coverage limitations, deductibles, copays, and coinsurance, is contained in the CalPERS Health Benefit Summary published by CalPERS for each Plan Year. Full information is provided in the plan documents provided by the respective provider: Anthem Blue Cross for PERS Select, PERS Choice, and PERS Care; Blue Shield for Access+ and NetValue; Kaiser for Kaiser CA.

Benefits shall be provided in accordance with Article 22A. Eligibility shall be determined annually for the period January 1 through December 31, 2014 based upon the part-time faculty employee's load and attainment of reemployment preference during 2012-2013 academic year.

The CalPERS Select plan shall be the "basic" plan, all other plans shall be a "buy-up," and Kaiser rates shall be partially subsidized through December 31, 2014. The benefits shall have three load thresholds, each with a respective District contribution to the premium cost. For employees with loads of .4 up to .499, the District shall be responsible for payment of forty percent (40%) of the Select monthly plan premium or the dollar equivalent under the other plan options. For employees with loads of .5 up to .599, the District shall be responsible for payment of fifty percent (50%) of the Select monthly plan premium or the dollar equivalent under the other plan options. For employees with loads of .6 up to .67, the District shall be responsible for payment of sixty percent (60%) of the Select monthly plan premium or the dollar equivalent under the other plan options. The employee shall be responsible for the remainder of the monthly plan premium for the coverage elected.

The contribution rates shall have three tiers: employee-only; employee plus one; employee plus family. Rates will be established in June, 2013 when CalPERS publishes its premium rates; employee contribution rates will be expressed monthly, i.e., 1/12th of the employee's annual contribution.

Part-time faculty participating in the 2014 Plan Year shall have contributions recovered in nine (9) equal monthly payroll deductions: January, February, March, April, May, June, October, November, and December. This shall mean that the twelve months of coverage will be paid in nine equal installments deducted from the regular payroll periods. In the event the required employee monthly contribution exceeds compensation in any regular pay period, the employee shall have the responsibility for paying the District directly for the uncovered amount in accord with the Plan Compliance timelines and procedures.

In accord with CalPERS regulations, if a part-time faculty member is not in paid status during a regular academic quarter (i.e., has no paid assignment in that particular quarter), in order to continue health benefit coverage the employee must enroll with CalPERS under

the DirectBill Program. The District Benefits Unit shall assist the member with the transition and forward the request to CalPERS. CalPERS will contact the individual insurance carrier to set up DirectBill, a process that normally takes one month. In the intervening period before DirectBill is established, CalPERS will bill the District (since the invoice is issued in advance). The District shall invoice the member for the employee's contribution for the intervening period.

Once DirectBill is established, the part-time faculty member must prepay the full cost of the monthly premium for the CalPERS plan selected when receiving the bill from the plan provider. DirectBill payments cannot, by law, be pre-tax.

To seek reimbursement in arrears for the *Employer Share of Cost* (the plan's monthly premium minus the employee's required monthly contribution), the part-time faculty member shall submit proof of payment and invoice for each month to the Benefits Unit. Payment is calculated month-by-month based on 12 calendar months, not prorated over nine (9) months.

When the part-time faculty member returns to work in a subsequent quarter of the academic year and which occurs within the applicable benefits plan year, the Benefits Unit shall transition the member back to Active Account with the next regular payroll deduction.

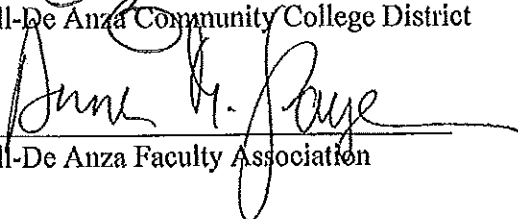
The parties acknowledge that CalPERS regulations and administrative procedures for providing Part-Time Faculty Paid Benefits coverage continue to evolve and may necessitate future modifications. The parties agree to work together in good faith to protect the benefits provided by Article 22A and to resolve in the best interests of all parties any issues that may arise.

8/10/13
Date

3.12.13
Date



Foothill-De Anza Community College District



Foothill-De Anza Faculty Association