

**SIDELETTER BETWEEN THE
GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT
AND
AFT GUILD, LOCAL 1931 FACULTY BARGAINING UNIT**

John
11/22/22
Pat Gallagher
11/28/22

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) that will allow the District to receive 100% reimbursement for its part-time faculty healthcare program. To that end, the parties agree to modify Appendix B of their existing collective bargaining agreement as follows:

Adjunct faculty shall be eligible for District-paid contributions toward family coverage for medical, ~~and vision, premiums via the Kaiser plan,~~ and dental premiums ~~via the Delta Dental Plan~~ on the same basis as contract faculty enrolled in those plans. To qualify for coverage, an adjunct faculty member must serve an average equal to ~~forty percent (40%)~~ forty percent (40%) LED or greater for two (2) consecutive academic semesters (fall/spring or spring/fall).

Upon initially qualifying for coverage ~~only the employee will be covered. During the District's annual open enrollment period in November, dependents may be added to the plan for coverage effective the subsequent January 1.~~

~~Adjunct faculty who have previously qualified for benefits, and who subsequently have two (2) consecutive semesters with a forty percent (40%) LED assignment may remain in the benefits program provided they have a sixty percent (60%) LED assignment during the subsequent third semester.~~

New Article: Multi-District Part-Time Faculty Healthcare Reimbursement

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 community college district;
- b) Not have held an assignment in any 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.

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

section 1) above, in addition to signing an affidavit provided by the District attesting to having met these requirements.

3) Reimbursement

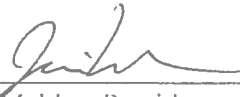
a) Upon receipt of evidence of the Multi-District Part-Time Faculty Member's medical premium payment, the District shall issue a reimbursement equal to its share of this premium payment. The District's share shall be determined by dividing the total health insurance premium paid by the multidistrict part-time faculty member by the total number of 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 equivalent medical plan offered by Kaiser.

During the period that this sideletter is in effect, 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. Given the uncertainties that this new program may entail, and absent an extension by the parties, this sideletter shall expire on June 30, 2024.



Aimee Gallagher, Vice Chancellor
Human Resources

Date: 11/28/22



Jim Mahler, President
AFT Guild, Local 1931

Date: 11/22/22