

**DISTRICT AND WEST VALLEY-MISSION FEDERATION OF TEACHERS  
(WVMFT, AFT 6554) TENTATIVE AGREEMENT, ADOPTION CONTINGENT ON  
SUCCESSFUL CONCLUSION OF REOPENER NEGOTIATIONS RESOLVING ALL  
OPEN CONTRACT SECTIONS AND SUBJECTS**

*August 19, 2019*

**ARTICLE 102**

**Associate Member Fringe Benefits**

- 102.1 Associate faculty may purchase the Associate Faculty Dental plan in accordance with provisions of the plan.
- 102.2 Associate faculty may qualify for insurance premium reimbursement in two ways as follows:
1. by having Re-Employment Preference, maintaining a .067 load per semester and remaining in Re-Employment Preference status; or
  2. by having at least a .40 load if they meet the following qualifications:
    - a. Associate faculty who have a load with the West Valley-Mission Community College District of at least 40% for three consecutive Fall and Spring semesters are eligible for one of the programs beginning in the third semester.
    - b. Subsequent to earning eligibility, if the associate faculty member's assignment falls below 40%, but is at least 20%, the member shall retain eligibility. If an associate faculty member's assignment falls below 40% for a second consecutive semester, the member shall lose eligibility and must reestablish eligibility by meeting the original requirement for eligibility.

**Program Requirements:**

1. A completed Request for Reimbursement form must be submitted to Human Resources by the first Friday in November for the fall semester and by the first Friday in April for the Spring semester for the following premiums:
  - A Health Maintenance Organization (HMO), Preferred Provider Organization (PPO) or other insurance health plan of choice that is licensed and registered by either the California Department of Insurance or by the California

Department of Managed Health Care at the time a request for reimbursement is submitted.

- Dental insurance.
- Vision insurance.
- Prescription insurance

Only the associate faculty member's premium is eligible for reimbursement under this program. Premium costs for coverage of family members are not eligible for reimbursement by the District.

2. A new Request for Reimbursement form must be submitted each semester.
3. Three weeks prior to the end of the semester proof of insurance payment, along with all cancelled checks, cash receipts, money order receipts, or credit card receipts as proof of payment must be submitted to Human Resources.
4. At the end of each semester, once all of the Requests for Reimbursement forms have been submitted and the eligibility of each applicant verified, each eligible applicant shall be notified that they are to receive payments, each ineligible applicant shall be notified if they don't qualify, otherwise they are notified when they receive a payment. At the end of each semester, each eligible member shall receive reimbursement for either (1) the amount of premium representing six months of coverage; or (2) \$2,000, whichever is less. If the amount available for reimbursement of paid premiums (~~\$80,000~~ \$135,000 per six months) is not sufficient to meet all the submitted claims, each eligible claimant shall receive an equal prorated share of the ~~\$80,000~~ \$135,000.
5. Failure to submit the required proof of enrollment and/or proof of payment will result in employee ineligibility for participation in this reimbursement program for the semester.

### 102.3 Retirement Benefits

Associate faculty shall participate in one of the following retirement plans, depending on the member's individual employment circumstances:

1. STRS (State Teachers Retirement System)
2. APPLE (Accumulation Program for Part-Time Limited Service Employees)

3. PERS (Public Employees Retirement System)
4. Social Security

**102.4** **The District shall send to WVMFT a comprehensive breakdown of healthcare reimbursement disbursements to members simultaneous with the submission of the list of reimbursements to the District Finance Office.**

FOR THE WVMFT:

Kate Deery

Dated: 19, August 2019

FOR THE DISTRICT:

[Signature]

Dated: 19 August-2019