

## Benefits

Roosevelt University	Elgin Community College	NEIU	City Colleges	Columbia College
<p><b>Article 7</b></p> <p><b>H. 403(b) Retirement Plan</b> Effective September 1, 2012, participation in the University's 403(b) Voluntary Retirement Plan is available to bargaining unit members. Voluntary tax-deferred and post-tax contributions are permitted as allowed by federal regulation.</p> <p><b>I. Transit Benefit Program</b> Bargaining unit members may participate in the University's transit benefit program in any semester during which the bargaining unit member is teaching a minimum of three semester hours and paying RAFO dues or agency fees.</p>	<p><b>Article VI</b></p> <p><b>6.1 Maintenance of Health Benefits.</b> Health insurance benefits in effect on January 1, 2014 shall be maintained at their current levels, except for changes required by federal and/or state law or the vendor, unless changes are agreed to by the Board and Association. In order to comply with federal mandates or to avoid penalties or taxes imposed by the Affordable Care Act, the Board may offer additional plans which will meet the requirements of the Affordable Care Act. The same provider will be used for all offered plans, and these plans shall be priced in the aggregate with the intent of keeping each plan viable. The Association will be notified in writing by Human Resources in the event of any vendor-required changes.</p> <p><b>6.2 Health and Dental Insurance.</b> A. Employee Health and Dental Coverage Faculty enrolled in the health and dental benefits plans will pay the listed percentage of the employee premium:</p> <ul style="list-style-type: none"> <li>• Effective July 1, 2015 – 12%</li> <li>• Effective July 1, 2016 – 13%</li> </ul> <p><b>B. Dependent Health and Dental Coverage</b> Faculty enrolled in the health and dental benefits plans will pay the listed percentage of the dependent premium:</p> <ul style="list-style-type: none"> <li>• Effective July 1, 2015 – 21%</li> <li>• Effective July 1, 2016 – 22%</li> </ul> <p><b>6.3 Group Life Insurance.</b> the Board shall provide at its expense group term life and accidental death and dismemberment insurance at two (2) times the annual base salary rounded to the next higher one thousand dollars (\$1,000), subject to a minimum of \$100,000 and a maximum of \$350,000.</p> <p><b>6.4 Section 125 Plan.</b> The Board shall provide a Section 125 Plan, which will include a flexible spending account (FSA).</p> <p><b>6.8 Tuition Reimbursement.</b></p>	<p><b>Article 19</b></p> <p><b>19.15 Educational Benefits</b></p> <p>A. A full-time Employee may enroll for credit at the University for up to a maximum of eight credit hours in any one Academic Term with exemption from the payment of tuition and fees.</p> <p>B. A part-time Employee with at least a 50% appointment may enroll for credit at the University for a maximum of four credit hours in any one Academic Term with exemption from the payment of tuition and fees.</p>	<p><b>XI. PART-TIME FACULTY BENEFITS</b></p> <p><b>A. Tax Deferred Savings.</b> The District shall make a tax sheltered annuity 403(b) plan available for participation by part-time faculty members.</p> <p><b>D. Tuition Waiver.</b> After three (3) consecutive semesters of assignment from a part-time faculty member's date of hire, a part-time faculty member shall be eligible to receive an annual tuition waiver for two (2) College credit courses</p> <p><b>G. Dependent Care Flexible Spending Accounts.</b> Part-time faculty members shall be permitted to participate in the Board's dependent care flexible spending plan and Group Health Maintenance Organization plan offered to full-time faculty at the part-time faculty member's sole expense and at rates charged to the Board by the insurer. In addition, effective July 1, 2011, the Board shall pay the amount of seventy-two dollars (\$72) per month, per eligible employee, for the personal care benefit to a total of fifty (50) employees (from the part-time librarian and part-time faculty member bargaining units combined). The payment shall be made by reducing the cost of the premium by seventy-two dollars (\$72.00).</p>	<p><b>Article XII</b></p> <p><b>1. Professional Development Fund</b> Unit members are eligible for support funds through the Center for Innovation in Teaching Excellence (CiTE). These funds include faculty grants and various fellowships for which Unit members and full-time faculty and staff may apply. The College shall allocate no less than \$75,000 annually to grants available exclusively for Unit members.</p> <p><b>3. Tuition Remission</b> Unit members may receive tuition remission in the undergraduate division equal to the number of credits taught, to a maximum of six (6) credits per semester. These credits may be used in the semester earned or within one (1) year from the time earned. For example, if six (6) credits were taught in Fall, the six (6) credit remission must be used by the end of the next Fall semester. Credits may be used in the summer session. No more than six (6) credits may be used by a Unit member in any one semester.</p> <p>The Unit member's immediate family may also receive tuition remission equal to the number of credits taught by a Unit member, to a maximum of three (3) credits per semester. These credits must be used in the semester in which they are earned. Immediate family is defined as a spouse or dependent children.</p>

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	<p>Each full-time faculty, spouse and children age 25 or younger shall have the right to receive reimbursement of tuition for all credit courses taken at eCC, in a grade of "C", "pass", or better received. The tuition must be paid in full to request reimbursement and the request must be completed and submitted within ninety (90) days of semester completion...</p>			

## Benefits (Cont'd)

American University	Georgetown University	George Washington University	Tufts University
<p><b>Section 8.2 – Miscellaneous Compensation and Benefits.</b> Employees receive same benefits provided to other individuals on a part-time basis.</p>	<p><b>Article 21</b> <b>(A)</b> - Adjunct faculty members are eligible to participate in the University's Voluntary Contribution Retirement Plan (VCRP) and those who are categorized as 50% - 74% FTE are eligible to participate in the University's Defined Contribution Retirement Plan (DCRP). <b>(B)</b> - Adjunct faculty members shall have the same access as other part-time University employees to GUAdvantage discounts, the GUWellness program, the Hoya Federal Credit Union, the Faculty and Staff Assistance Program, the Yates Field House, and the pre-tax Smart Benefits payroll deduction.</p>	<p><b>Article XVIII</b> <b>(C.1)</b> - Regular part-time faculty members shall have the opportunity to participate in the following University benefit plans... health insurance, dental insurance, retirement, with 4% University retirement contribution eligibility and matching University contribution eligibility, supplemental retirement plan, short-term disability, life insurance based on compensation, supplemental life insurance, long term care insurance, legal resources, flexible spending accounts and tuition remission. In addition regular part-time Faculty members shall have the opportunity to participate in the Smart Benefits program on a pre-tax basis. <b>(C.2)</b> - Faculty members who are compensated by the course shall have the opportunity to participate in the University's supplemental retirement plan. In addition, Faculty members who are compensated by the course shall have the opportunity to participate in the SmartBenefits program on a pre-tax basis, and they shall be eligible to take a medical leave of absence as applicable under the Family Medical Leave Act. <b>(C.3)</b> – Because the plans in C.1 and C.2 cover many employees who are outside the scope of the bargaining unit, the Union specifically acknowledges and agrees that the University may modify these plans at its discretion, provided that any such modification is generally applicable to other University employees who are covered by these plans. <b>(C.4)</b> - Not later than 90 calendar days after the effective date of this Agreement, the University and Union shall create a joint committee to examine health care issues and options in light of the new federal health care reform law. <b>(C.5)</b> – Part-time Faculty members shall have the same access to the University pool and gym as full-time faculty members. <b>(C.6)</b> – Part-time Faculty members shall be eligible for discounted parking rates as set forth in the University's policy.</p>	<p><b>Article 16</b> <b>Section 1</b> - Part-time faculty members with at least a half-time two-semester appointment or greater (three full courses per year or greater) will continue to be eligible for participation in the Tufts University benefits as delineated in the Tufts University Summary Plan Description for Benefits Eligible Employees. <b>Section 2</b> - Benefit-eligible part-time faculty members are also eligible for tuition remission benefits to the extent delineated in the Human Resources Tuition Remission Program Policy. <b>Section 3</b> - All part-time faculty members shall continue to be eligible for the following benefits on the same terms as exist effective with the ratification of this Agreement: a. Metlaw b. Commuter Benefits (parking, subway, bus, rail) c. Flexible Spending Accounts (FSAs)- Health &amp; Dependent Care d. Auto and Homeowners' Insurance 24 e. Relocation, Moving Services &amp; Mortgage Service Program f. Medford Campus Parking through Campus Police g. Employee Assistance Program h. Back-Up Child and Elder Care i. Tufts Wellness Center &amp; Health Coaching Services j. Metro Credit Union k. Best Doctors (Only if enrolled in TU Health Insurance) <b>Section 4</b> - Any modifications, increases or reductions of these benefits that may be made for other non-represented employees of the University during the life of this Agreement will apply with equal force to bargaining unit members.</p>

