

Contra Costa Community College District
500 Court Street
Martinez, California 94553
925.229.1000 www.4cd.edu

**Memorandum of Understanding
between the Contra Costa Community College District (4CD) and
United Faculty of 4CD (UF) Regarding Implementation of May 1, 2023, Agreement
on Part-Time Health Insurance**

7-29-2024

1. After a series of meetings, UF and 4CD have mutually agreed to implement the May 1, 2023, Agreement on Part-Time Health Insurance (APTHI) so that the space left blank in the Agreement for the implementation date in 21.9.5.3 will read "Beginning on 9/1/2024..."
2. Open enrollment for Part-Time Health Insurance (including Medical Insurance, Dental and Vision Insurance) will begin 8/19/2024 and end at 5pm on 8/30/2024, with new coverage and/or changes to existing coverage going into effect on 9/1/2024.
3. UF and 4CD agree that the negotiated changes to Article 21.9.5.3 included in the APTHI necessitate the following change to Article 21.9.5.1:
21.9.5.1 Faculty member must be employed in the current semester and ~~have averaged at least .3 FTE of a regular faculty members load for the previous academic year (fall and spring).~~ **must meet all eligibility requirements as described below.**
4. This change will go into effect 9/1/2024 to coincide with the implementation of the APTHI for Medical Insurance only (excluding dental insurance).
5. For dental insurance, this change to 21.9.5.1 will go into effect 9/1/2025. Until then, the District will continue to contribute to Dental Benefits for eligible part-time faculty using the same three tiers as describe in Article 21.9.5.3 before the implementation of the APTHI.
6. Beginning 9/1/2025, the following changes to eligibility requirements for part-time faculty and their dependents for dental insurance will also go into effect:

Governing Board

Rebecca Barrett
Andy Li
Judy E. Walters, Ph.D.
Fernando Sandoval
John E. Márquez

President
Vice President
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College Presidents


Kimberly R. Rogers, Ph.D. Contra Costa College
Susan E. Lamb Diablo Valley College
Pamela Ralston, Ph.D. Los Medanos College

21.9.3 For part-time temporary unit members, eligibility to participate in District-sponsored dental benefits shall be the same as for medical insurance under Article 21.9.5.4. District shall contribute toward the premium cost of the health plan based on the member's average load for the previous two semesters (with summer load counting as part of the previous spring) in two tiers as follows:

40% load – 49% load: District shall contribute 50% of the premium cost

50% load and greater: District shall contribute 75% of the premium cost

7. For the Part-Time Faculty vision plan, offered under Article 21.9.5.9 of the UF/4CD Collective Bargaining Agreement, the eligibility requirements will mirror the eligibility requirements for Part-Time dental insurance for 2024-2025.


Jason Mayfield (Aug 14, 2024 18:21 PDT)

Jason Mayfield
President, United Faculty


T.J. Bansal (Aug 16, 2024 16:09 PDT)

T.J. Bansal
Lead Negotiator, United Faculty


Micaela Ochoa (Aug 27, 2024 16:58 PDT)

Micaela Ochoa
Executive Vice Chancellor
Administrative Services


Jeffrey Michels (Aug 28, 2024 10:26 PDT)

Jeffrey Michels
Associate Vice Chancellor
Chief Human Resources Officer