

MEMORANDUM OF UNDERSTANDING
BETWEEN
LOS RIOS COMMUNITY COLLEGE DISTRICT
AND
LOS RIOS COLLEGE FEDERATION OF TEACHERS

7.22.20

Topic:

Part Time Healthcare

Background:

Pursuant to Section 3.1.3 of the Collective Bargaining Agreement, adjunct faculty with a semester assignment of at least thirty percent of full-time (.30 FTE) are eligible to participate in the health/medical and dental plans offered by the District after successful completion of such assignment during two (2) of the last five (5) semesters.

Due to the pandemic health concerns and unprecedented budget cuts during the Fall 2020 semester, many Part Time Faculty members may lose assignments. As a result, certain Part Time Faculty members may fall below a 0.30 FTE load and will no longer qualify for the District's medical coverage in the Fall 2020 semester. It is the intent of both the LRCCD and LRCFT that Part Time Faculty members that were already enrolled in the District's medical coverage during the Spring 2020 semester be able to retain their healthcare for the Fall 2020 semester if they have an assignment and fall below the 0.30 FTE minimum that qualifies them for medical coverage under Section 3.1.3 of the Collective Bargaining Agreement.

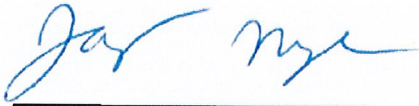
Agreement:

It is agreed:

1. If a PT faculty member receives an initial assignment of at least a 0.30 for the Fall 2020 semester, and subsequently falls below 0.30 FTE load in the Fall 2020 semester, the PT faculty member will retain their medical coverage for one semester at the 0.30 load calculation for purposes of Section 3.1.3 of the Collective Bargaining Agreement ("Continued Coverage").
2. To qualify for Continued Coverage, a PT faculty member must have been enrolled in the District's medical coverage during the Spring 2020 semester.
3. To qualify for Continued Coverage, a PT faculty must maintain an assignment above 0.0 FTE during the Fall 2020 semester.
4. Eligibility for Continued Coverage may be established by a PT faculty member teaching a second 8-week class.
5. It is the responsibility of a PT faculty member who qualifies for Continued Coverage to notify the Los Rios benefits department of their intent to maintain Continued Coverage pursuant to this MOU. Such notice must be given in writing and in a timely manner that allows the member's coverage to continue.
6. The terms of the Collective Bargaining Agreement remain in full force and effect. Accordingly, if a PT faculty member still qualifies for medical coverage under the Collective Bargaining Agreement (is at or above the 0.30 FTE load minimum), they can retain their medical coverage at the appropriate rate of that Fall 2020 semester load assignment.

7. This agreement applies only to the Fall 2020 semester and will sunset at the end of that semester.

LOS RIOS COMMUNITY
COLLEGE DISTRICT



Jamey Nye, Deputy Chancellor

Jacob Knapp

Jake Knapp, Associate Vice Chancellor,
Human Resources

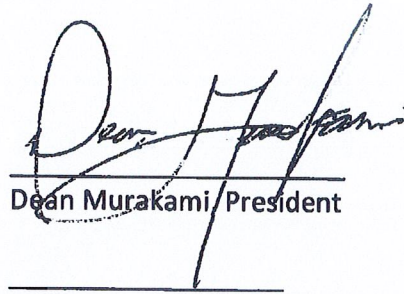
8/1/20

DATE

LOS RIOS COLLEGE FEDERATION
OF TEACHERS



Belinda Lum, Chief Negotiator



Dean Murakami, President

DATE