

E-3i(1) PROCEDURE Benefits for Eligible Employees: Eligibility

The Board of Governors shall be responsible for implementing and maintaining a program of benefits for eligible employees.

Eligibility

The benefits described in this section are provided by the College to all eligible employees except those who are members of a collective bargaining unit which has negotiated, or is in the process of negotiating, conflicting provisions regarding the same or similar terms or conditions of employment. In such a circumstance, the provisions of the collective bargaining agreement shall control. In the event the collective bargaining unit has not negotiated, or is not in the process of negotiating, conflicting provisions regarding a particular term or condition of employment, the provisions of this section shall apply to all members of that collective bargaining unit.

Eligible Employees

Employees assigned to positions which qualify for benefits are eligible for all fringe benefits available through Southeast Community College. The specific benefit coverages and the amounts which the College may contribute to the cost of coverages on behalf of employees shall be determined annually by the Area Board of Governors. Vacation, personal leave, and sick leave benefits will be available on a prorata basis of the time worked.

Employees assigned to positions which do not qualify for benefits are not eligible for benefits. The hours worked and hence the full-time equivalency of employees assigned positions which do not qualify for benefits should be monitored to ensure that the FTE status of the position is adhered to. An employee assigned to a position which does not qualify for benefits does not qualify for benefits even if the employee's FTE exceeds 0.75. The intent is that employees should not be assigned to two or more positions which do not qualify for benefits if the cumulative FTE status of the positions exceeds 0.75. An employee holding two or more positions not qualifying for benefits does not qualify for benefits even if the employee's FTE status exceeds 0.75.

Adopted Date: 01/20/2009