

Part-Time Classroom Faculty Health Care Coverage Eligibility, Premium Payment, and Reimbursement

Who May Enroll: All Part-Time FIT employees are eligible to enroll in the part-time employee health insurance plan. This includes the health care plan offered by FIT and the health care plan offered by the UCE of FIT Welfare Fund Trust.

When You May Enroll: You may enroll during the first 31 days of employment or during each year’s annual enrollment period (held in the fall), or if you lose other health insurance coverage you may enroll within 31 days of the loss of coverage (documentation of loss is required).

How Premiums are Paid: Part-Time Classroom Faculty employees are required to pay the full premium costs on a monthly basis to EBPA, FIT’s billing administrator. If you meet the following eligibility requirements you qualify to receive partial/full reimbursement*of your paid health insurance premiums. Reimbursements are issued semi-annually, at the conclusion of the spring semester and fall semester.

	Hired Prior to June 1, 1997*	Hired On or After June 1, 1997*
<p>Part-Time Classroom Faculty (Reimbursement applies to individual or family coverage premiums.)</p>	<p>Teaching in the Day only: Reimbursement of 25% per 3-Hour course, prorated (8.3% per Contact Hour).</p> <p>Teaching in Evening and/or Weekend only: (6 Hour teaching load minimum required) Reimbursement of 5.8% per Contact Hour, prorated.</p> <p>Teaching Combined Day/Evening and/or Weekend Program: (6 Hour teaching load minimum required) Reimbursement of 25% per 3-Hour course, prorated (8.3% per Contact Hour)</p>	<p>3-year Waiting Period from Date of Hire before entitled to any College Reimbursement. Following 3 years, reimbursement is based on the following:</p> <p>6 Hour teaching load minimum required.</p> <p>Teaching only Day Hours or a Combined Day/Evening and/or Weekend program: Reimbursement of 20% per each 3 Hours, prorated (6.6% per Contact Hour).</p> <p>Teaching Evening and/or Weekend only: Reimbursement of 15% per each 3 Hours, prorated (5% per Contact Hour).</p>

***ADDITIONAL REIMBURSEMENT INFORMATION**

- As outlined in section 35.1.1 of the Collective Bargaining Agreement between FIT and UCE of FIT
- If you are enrolled in the Aetna Elect Choice EPO Plan, the reimbursement percentages noted above will be based on the Aetna EPO plan premium rate if it is equal to or less than the UCE of FIT’s HIP POS Plan premium rate (rates are posted on the UCE of FIT Welfare Fund website). If at any time the Aetna EPO Plan premium rate is higher than the HIP POS Plan premium rate, the reimbursement percentage will be based on the (lower) HIP POS Plan premium rate.
- If you are enrolled in the UCE of FIT’s HIP HMO or POS Plan, the reimbursement percentages noted above are based on the HIP premium rates only (the UCE administration fee is not reimbursed).