

Part-Time Classroom Faculty Health Care Coverage and Reimbursement Eligibility

Part-time classroom faculty covered by the CBA may enroll in a health care plan for part-time employees offered by FIT or the UCE of FIT Welfare Trust Fund (“Welfare Trust Fund”).

FIT Part-Time Employee Health Care Plan - Aetna Elect Choice EPO Plan

- Enrollment may occur within the first 60 days from the date of hire, during each year’s annual benefits open enrollment period (held in the fall), or within 31 days of an IRS-qualified family status change.
- Premiums are paid monthly to EBPA, FIT’s billing administrator.

Welfare Trust Fund Part-Time Employee Health Care Plans - HIP HMO Plan and HIP POS Plan

- The [Welfare Trust Fund booklet for part-time employees](#) details enrollment opportunities for Welfare Trust Fund health care coverage.
- Premiums and associated fees are paid quarterly to Seneca, the Welfare Trust Fund’s third-party administrator.

Please review the details below, which explain reimbursement eligibility and the level of reimbursement of paid health care premiums.

Part-Time Faculty Hired Prior to June 1, 1997	Part-Time Faculty Hired on or After June 1, 1997
<p>Teaching in the Day only: Reimbursement of 25% per 3-hour course (8.3% prorated).</p> <p>Teaching in the Evening and/or Weekend only: Reimbursement eligibility requires a minimum 6-hour teaching load, reimbursement of 5.8% per hour, prorated.</p> <p>Teaching Combined Day/Evening and/or Weekend Program: Reimbursement eligibility requires a minimum 6-hour teaching load, reimbursement of 25% per 3-hour course (8.3% prorated).</p>	<p>Waiting Period: Three-year waiting period from the hire date before becoming eligible for college reimbursement.</p> <p>Minimum Teaching Load: Reimbursement eligibility requires a minimum 6-hour teaching load (day, evening, and/or weekend, or a combined program)</p> <p>Teaching only Day or a Combined Day/Evening and/or Weekend Program: Reimbursement of 20% per each 3-hours (6.6% prorated).</p> <p>Teaching Evening and/or Weekend only: Reimbursement of 15% per each 3-hours (5% prorated).</p>

Additional Important Information

- The information above is in section 35.1.1 of the [Collective Bargaining Agreement between FIT and UCE of FIT](#).
- Teaching load does not include required office hours and is not relevant for reimbursement purposes.
- Reimbursements are issued semi-annually, in the last paychecks in June and December.
- If enrolled in FIT’s Aetna Elect Choice EPO Plan (EPO Plan), reimbursement will be calculated on the EPO Plan premium rate if it is equal to or less than the Welfare Trust Fund’s HIP POS Plan premium rate. When the EPO Plan premium rate is higher than the HIP POS Plan premium rate, the HIP POS Plan premium rate will be used when calculating reimbursement.
- Administration fees associated with enrollment in the Welfare Trust Fund’s HIP plans are not reimbursable.