



## HEALTH CARE BENEFITS POLICY

**Policy Number: 4.3200**  
**Subject Area: Personnel**  
**Adopted: 05/16/1996**  
**Revised: 05/16/1996**

Regular full and part-time (30 hours per week or more) employees are eligible to participate in the health care plan provided for eligible college employees. Effective in September 1996, and in accordance with applicable collective bargaining agreements, employees shall pay a percentage of the monthly premium or rate established for the coverage. Eligible employees will be able to participate in the health care plan until the employee resigns, retires, or is discharged. At that time, such insurance coverage will be available in accordance with applicable laws and/or college policies or, if appropriate, in accordance with applicable collective bargaining agreement provisions.

Approval History: Replacement Health Care Benefits 2.32 Approved 5/16/1996