

Group Life Insurance

Employees who are eligible to participate in the group life insurance program offered by the employer shall receive the benefit described in this section. The Board pays the premium for employee coverage for the basic \$15,000.00, plus the amount required as part of the group health/hospitalization policy which is currently \$5,000.00.

All employees shall have the option of converting their group life insurance to an individual contract at their own expense and in accordance with the carrier's provisions when their employment with Southeastern Illinois College terminates.

Group Health/Hospitalization Insurance

All academic year employees who are employed for thirty (30) hours or more per week during the academic year are eligible for the group hospitalization insurance offered by the College. All twelve (12) month employees who are employed for thirty (30) hours or more per week during the fiscal year are eligible for the group hospitalization insurance offered by the College. Variable hour employees as defined by the Affordable Care Act who are employed on average thirty (30) or more hours per week during the measurement period for their classification are eligible for the group hospitalization insurance offered by the College. Eligible employees not covered by a bargaining agreement with a salary of \$33,750 or less shall pay \$30.00 of the premium per month, employees who make \$33,751 or more shall pay \$65.00 of the premium per month with the Board providing the remaining portion. This policy will be reviewed as needed, but no less than once every three years. Bargaining unit members shall be covered as specified under their respective negotiating agreements.

Employees not electing to participate in the group hospitalization insurance may elect to receive a monthly stipend in the amount of \$50.00 in lieu of any participation in the group hospitalization plan.

The Consolidated Omnibus Budget Reconciliation Act (COBRA) was signed into law in 1986. The legislation provides for certain individuals presently covered under the group health insurance plan and their families who meet specific conditions to continue coverage for a specified period of time under the same group plan.

Adopted:

Amended: 4/17/2007; 8/19/2008; 10/17/2017; 8/14/18; 7/14/20

Legal Ref: