

Tentative Agreement
by and between the
Glendale College Guild, Local 2276
and the
Glendale Community College District

The Glendale College Guild, Local 2276 (Guild) and the Glendale Community College District (District), hereby agree to the following Tentative Agreement:

Article XI HEALTH AND WELFARE BENEFITS

Section 1. District Contribution

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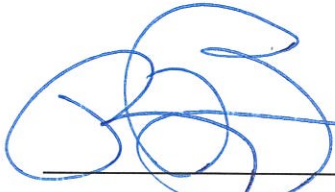
F. All eligible employees **full time faculty** should have health coverage in either a District plan or a plan provided through a spouse or domestic partner who does not work for Glendale Community College District. An employee **full time faculty** that is eligible for a District-paid health plan and is covered by another through a spouse or domestic partner may voluntarily opt out of the District plan. This employee **full time faculty** will be paid the amount listed in the chart below for each month he/she is eligible for a District-paid plan but is not covered.

Number of employees opting-out	Monthly incentive amount
8 or fewer	\$250
9 to 11	\$400
12 to 14	\$500
15 or more	\$550

The employee **full time faculty** shall receive the money in a stipend check, and if they do, the stipend will be paid in January and July for the previous six months' accumulation. The stipend amount will not change if the eligible employee is out on an approved leave that qualifies to receive full medical benefits. To participate in this option, the employee **full time faculty** must show proof of coverage from the other health plan and the stipend will be effective on the first working day of the subsequent month. If an employee **full time faculty** is receiving this stipend and loses health coverage through his/her spouse or domestic partner, he/she will be required to re-enroll in one of the District's plans on the first working day of the subsequent month of the

loss of coverage and the stipend will end in the month of the termination of the other plan. To be re-enrolled in a District plan, the **employee full time faculty** must show proof of termination from the other health carrier within 30 days of termination.

DATE: 11/19/2024



Roger Bowerman, Chief Negotiator
Glendale College Guild



Brittany Grice, Chief Negotiator
Glendale Community College District