

2SHB 2583 - S COMM AMD

By Committee on Labor, Commerce, Research & Development

1 Strike everything after the enacting clause and insert the  
2 following:

3 "NEW SECTION. **Sec. 1.** Part-time academic employees at community  
4 and technical colleges are currently eligible for full health care  
5 benefits beginning the second consecutive quarter of employment, at  
6 half-time or more of an academic workload, as defined in RCW  
7 28B.50.489. They are also eligible for health benefits through the  
8 summer even if they receive no work at all that quarter, if they have  
9 worked half-time or more of an academic workload in each of the three  
10 preceding quarters. However, workload fluctuations below these  
11 thresholds may result in the loss of employer contributions for health  
12 care benefits. It is the intent of the legislature to provide for  
13 continuous health care eligibility for part-time academic employees  
14 based on averaging workload gained during the two preceding academic  
15 years.

16 NEW SECTION. **Sec. 2.** A new section is added to chapter 41.05 RCW  
17 to read as follows:

18 (1) Part-time academic employees, as defined in RCW 28B.50.489, who  
19 have established eligibility as determined from the payroll records of  
20 the employing community or technical college districts, for employer  
21 contributions for benefits under this chapter and who have worked an  
22 average of half-time or more in each of the two preceding academic  
23 years, through employment at one or more community or technical college  
24 districts, are eligible for continuation of employer contributions for  
25 the subsequent summer quarter period including the break between summer  
26 and fall quarters.

27 (2) Once a part-time academic employee meets the criteria in  
28 subsection (1) of this section, the employee shall continue to receive  
29 uninterrupted employer contributions for benefits if the employee works

1 at least two of the three quarters of the academic year with an average  
2 academic year workload of half-time or more. Benefits provided under  
3 this section cease if this criteria is not met. Continuous benefits  
4 shall be reinstated once the employee reestablishes eligibility under  
5 subsection (1) of this section.

6 (3) As used in this section, "academic year" means fall, winter,  
7 and spring quarters.

8 (4) This section does not modify rules in existence on the  
9 effective date of this section adopted under this chapter regarding the  
10 initial establishment of eligibility for benefits.

11 (5) This section does not preclude individuals from being eligible  
12 for benefits under other laws or rules that may apply or for which they  
13 may be eligible.

14 (6) The employer must notify part-time academic employees of their  
15 potential right to benefits under this section.

16 (7) To be eligible for maintenance of benefits through averaging,  
17 part-time academic employees must notify their employers of their  
18 potential eligibility. The state board for community and technical  
19 colleges shall report back to the legislature by November 15, 2009, on  
20 the feasibility of eliminating the self-reporting requirement for  
21 employees.

22 NEW SECTION. **Sec. 3.** A new section is added to chapter 28B.50 RCW  
23 to read as follows:

24 Health care benefits for part-time academic employees are governed  
25 by section 2 of this act.

26 NEW SECTION. **Sec. 4.** This act is necessary for the immediate  
27 preservation of the public peace, health, or safety, or support of the  
28 state government and its existing public institutions, and takes effect  
29 immediately."

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1        On page 1, line 2 of the title, after "benefits;" strike the  
2 remainder of the title and insert "adding a new section to chapter  
3 41.05 RCW; adding a new section to chapter 28B.50 RCW; creating a new  
4 section; and declaring an emergency."

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