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SECOND SUBSTITUTE HOUSE BILL 2583

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State of Washington                      59th Legislature                      2006 Regular Session

By House Committee on Appropriations (originally sponsored by Representatives Kenney, Cox, Conway, Hasegawa, Roberts, Appleton, Upthegrove, Morrell, Linville, Hunt, Dickerson and Ormsby)

READ FIRST TIME 02/08/06.

1            AN ACT Relating to community and technical college part-time  
2 academic employee health care benefits; adding a new section to chapter  
3 41.05 RCW; adding a new section to chapter 28B.50 RCW; and creating a  
4 new section.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

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

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

3        (1) Part-time academic employees, as defined in RCW 28B.50.489, who  
4 have established eligibility as determined from the payroll records of  
5 the employing community or technical college districts, for employer  
6 contributions for benefits under this chapter and who have worked an  
7 average of half-time or more in each of the two preceding academic  
8 years, through employment at one or more community or technical college  
9 districts, are eligible for continuation of employer contributions for  
10 the subsequent summer quarter period including the break between summer  
11 and fall quarters.

12        (2) Once a part-time academic employee meets the criteria in  
13 subsection (1) of this section, the employee shall continue to receive  
14 uninterrupted employer contributions for benefits if the employee works  
15 at least three of the four quarters of the academic year with an  
16 average academic workload of half-time or more.    Benefits provided  
17 under this section cease at the end of the academic year if this  
18 criteria is not met.    Continuous benefits shall be reinstated once the  
19 employee reestablishes eligibility under subsection (1) of this section  
20 and will be maintained as long as the employee works at least three of  
21 the four quarters of the academic year with an average academic  
22 workload of half-time or more.

23        (3) As used in this section, "academic year" means summer, fall,  
24 winter, and spring quarters.

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

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

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

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

1        NEW SECTION.   **Sec. 3.**   A new section is added to chapter 28B.50 RCW  
2   to read as follows:  
3        Health care benefits for part-time academic employees are governed  
4   by section 2 of this act.

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