



CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
Human Resource Services
Cash In Lieu of Medical Benefits



Chabot - Las Positas Community College District's collective bargaining agreements provide that if a full-time employee does not accept any of the District's group medical benefits, the employee shall be offered Cash in Lieu of the medical benefit. The District contribution shall be \$400/month.

1. Employees must provide a written signed request to choose not to accept any District medical benefit, and must provide evidence that they have other medical insurance coverage.
2. Employer will contribute \$400/month to the employees pay warrant.
3. If an employee has chosen not to accept any District medical benefit and later wishes to enroll in a District medical plan, they may apply only during the open enrollment period or special enrollment periods, and may be subject to any plan restrictions.
4. Employees choosing not to accept any of the District's group medical benefits will not be eligible for COBRA coverage or retiree benefit coverage unless they are enrolled in one of the District's group medical plans at the time of separation or retirement.
5. Employees must be full-time in order to qualify for this benefit.

I, _____ W#: _____,
 hereby decline medical coverage and accept a District paid cash amount of \$400.00 per month. Attached is the evidence of other medical insurance coverage

Signature: _____ Date: ____/____/____

(Return completed form to the Benefits Office)

Reference: Article 20A.4c – Faculty Collective Bargaining Agreement