

Part-time Staff Benefits:

Individual Coverage Health Reimbursement Arrangements (ICHRA) will be available to eligible part-time Unit Members (based on effective date of coverage/TBD). The college will reimburse up to a determined amount per year to cover employee health premiums (based on census/TBD). The ICHRA benefit will be defined based on a census of the eligible bargaining unit each year. The college will inform the union of the ICHRA benefit within 90 days of the census. The parties will meet after the first benefit year has closed to discuss utilization.

The AON Discount Medical and Wellness Program ("Wellness Program") will be available at no cost to eligible part-time Unit Members. In addition to the existing Employee Assistance Program, Wellness Program benefits include:

- **Telemedicine:** Round-the-clock access to U.S. licensed physicians with no consultation fees. Physicians can prescribe non-controlled medications when appropriate.
- **Patient Advocacy:** Patient advocates assist employees in locating specialist physicians and medical institutions, solve billing issues, and help coordinate the transfer of medical records.
- **Medical Bill Negotiation:** Experts will attempt to negotiate discounts on medical bills on the employee's behalf, which can lead to reductions in the amount owed.
- **eDoc America:** 24/7 email access to expert, board-certified physicians, psychologists, dentists, pharmacists, dieticians, and fitness trainers.
- **24/7 Nurseline:** Around-the-clock access to speak with nurses 365 days a year.
- **CVS Prescription Discount Card:** Save an average of 31% on the retail price of generic drugs and 15% off the retail price of brand name drugs at 68,000 participating pharmacies nationwide.
- **Vision Savings:** Save 35% on normal retail prices on frames (complete pair) and 20% off lens add-ons. Visit participating retailers such as LenCrafters®, Pearle Vision®, and other independent vision providers, with more than 65,000 providers in more than 26,000 locations. Page 4 of 6
- **Dental Savings:** Save 15-50% on routine check-ups, fillings, crowns, braces, and even cosmetic work. Choose from a network of more than 50,000 participating providers, including general dentists and specialists.
- **Chiropractic Care:** Discounts of 25% off usual and customary fees for services from a national network of more than 40,000 chiropractors, massage therapists, acupuncturists, podiatrists, physical therapists, and occupational therapists.
- **Lab Services:** All blood tests at a savings of 20-80% off typical lab costs and through the same CLIA-certified accredited labs used by your physician. DirectLabs® services include: lab, blood, urine, saliva, hair, and fecal tests.
- **Prepaid Diagnostic Imaging:** Access to discounted diagnostic imaging at more than 2,900 radiology centers nationwide. Savings range from 40-75% off MRI and CT scans.

- Health Services Hub: Online wellness tool providing guidance on exercise, nutrition and health risk prevention as well as additional wellness resources.
- Minute Clinic 10% Discount: Save 10% off all services at Minute Clinic located inside CVS and some Target locations.

Underlying insurance coverage is not necessary to participate. Wellness program benefits extend to spouses and domestic partners and any IRS dependents at no additional cost. (Some restrictions in CA; plans not available in AK, RI, UT, VT, or WA).

For the Union:

Craig Sigala

Craig Sigala
USofCC President
Date: 07/27/2024

Allison Geller

Allison Geller
USofCC Bargaining Co-Chair
Date: 07-26-2024

Matthew Rillie

Matthew Rillie
USofCC Bargaining Co-Chair
Date: 7/27/2024

For the College:

Patricia Olalde

Patricia Olalde
Associate Vice President, HR

Date: 08/09/24