

### **18.2.2 Eligibility Requirement for All Unit Members Hired before July 1, 1983**

For unit members hired prior to July 1, 1983, the following section applies:

For those unit members who wish to retire during the term of this Agreement and who do not qualify for retirement benefits in accordance with the provisions and chart directly preceding this paragraph, the unit member may retire and qualify for benefits in accordance with the chart directly below:

<b>AGE ON SEPT. 1<sup>ST</sup> FOLLOWING LAST YEAR OF SERVICE</b>	<b>STEP ACHIEVED ON SALARY SCHEDULE DURING LAST YEAR OF SERVICE</b>	<b>OR</b>	<b>YEARS OF SERVICE AT IVC</b>
60 or younger	14 or higher	OR	8 or more

### **18.3 Unit Members on Partial Contracts**

A unit member who has been approved to work under a partial contract or who is laid off in accordance with Article 19: Layoffs, and who is subsequently recalled to less than forty percent (40%) service, shall be eligible to remain in the District's health and welfare insurance program at her or his own expense.

If the unit member is assigned forty percent (40%) or more of a normal workload and chooses to participate in the health and welfare program, the premiums shall be paid proportionally by the District and the unit member. The unit member's share of the premium is due and payable quarterly, in advance, by no later than October 1, January 1, April 1, and July 1.

### **18.4 Survivor Benefits**

Beginning the first month following the death of a unit member or retiree, the District agrees to continue insurance coverage for the surviving spouse for such period of time as provided in the master group insurance contracts.

### **18.5 Domestic Partner Benefits**

Health and welfare benefits are available to domestic partners of unit members. For the purposes of this section the term "domestic partner" shall have the same meaning as that contained in California Family Code §297.