

Appendix D

Temporary Staff/Adjunct Faculty Benefits Eligibility

Westmont College will make health care available to eligible temporary and adjunct employees in accordance with the terms of this Appendix D, except to the extent that applicable provisions of the ACA require different terms in which case Appendix F shall govern.

Category	Qualifications	Benefits
Full Time Staff	30 hours per week over 9 months	All benefits listed in Section 1 of the plan document.
Full-Time Staff	30 hours per week over 3 months	All full-time Benefits except Life, LTD, 125+
Full-time Faculty	24 units or more over 2 consecutive semesters	All benefits listed in Section 1 of the plan document.
Full-time Faculty	12 in single semester	All full-time benefits except Life, LTD, 125+
Part-time Faculty	Fewer than 12 units in a semester	Not eligible for benefits except travel insurance.