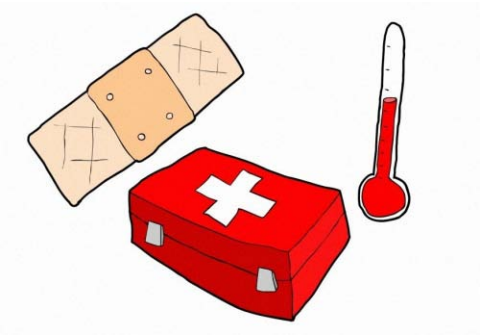

Health Care Subsidy for Adjunct Faculty

Who is Eligible?
An active, bargaining-unit employee who has taught during spring 2012 and has purchased health insurance (for which he/she is the primary insured) either through an individual plan or an employer plan is eligible.

What is the Application Deadline?
Completed application and attending documents must be submitted to Matt DelConte via campus mail by April 27, 2012.

What is the individual cap?
No one can receive a subsidy that exceeds what he/she has paid in insurance premiums during the semesters the applicant has taught at Le Moyne College.

How will the fund be distributed?
We will first separate the applications into two pools: one comprised of applicants who have subsidized insurance (through another employer) and one comprised of applicants who purchase independent coverage (i.e. unsubsidized). We will then use the submitted receipts/pay stubs to calculate the total amount spent on insurance across the two pools and calculate the percentage of this total that was spent in the subsidized pool and the percentage that was spent in the unsubsidized pool. We will then divide the total fund amount ($6,250 for this semester) into the two pools based on this percentage. We will then allocate the funds within a pool evenly among the applicants of that pool.

Note: As you are aware, this is the first year we have instituted a health care subsidy for adjunct faculty, and although we plan on utilizing the process described above to determine the appropriate distribution of funds, we reserve the right to change or revise the process as needed to address emergent issues.