

Medical/Prescription Drug Coverage Opt-Out: An employee waiving health insurance coverage must show evidence of health insurance coverage from another source. As long as the College offers an annual medical opt-out, the opt-out will be for the amount of five hundred dollars (\$500.00). Human Resources must be notified of the intent to "opt-out" or "re-enrollment", with the accompanying documentation, during the open enrollment period of each year for the following calendar year. Proof of medical coverage elsewhere is required each benefit year before payment is made. Any employee who waives coverage but is enrolled in the College's health insurance benefits through a spouse who is also employed at the College is not eligible for the opt-out payment.

Bargaining unit members who elect to "opt-out" and incur a qualifying event (as defined by the IRS) during the opt-out period of coverage will be eligible for re-enrollment at the time of the qualifying event.

2023 Waiver/Opt-Out Per Pay Period

Employees who elect family or single opt-out coverage will receive \$19.23/pay period (\$500 annually) for opting out of Owens medical and prescription coverage.