



**ADMINISTRATIVE
REGULATION AND
PROCEDURE**

Title: BRIDGING OF SERVICE AFTER TERMINATION FOR NON-REPRESENTED EMPLOYEES (RETIREE HEALTH INSURANCE ONLY)	Code: CC0900
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Policy Reference: C0900

Occasionally, a non-represented employee terminates employment from the college and is later rehired. Under certain circumstances, such employee's pre-termination service will be included for determining the full-time years of services required to qualify for MATC-subsidized health insurance after retirement from MATC. This practice is known as "bridging" service.

QUALIFICATIONS/CRITERIA FOR BRIDGING SERVICE

1. Termination of employment must have been either voluntary or involuntary without cause.
2. Only full-time years of service can be included for bridging purposes.
3. Employees's classification both immediately before and immediately after the break in service is full-time and non-represented.
4. Length of break in service must be twenty-four (24) months or less.
5. Employees cannot be considered a retiree of MATC prior to return to employment.

The bridging of service for this purpose only affects eligibility for the regular Board-subsidized retiree health insurance afforded to eligible non-represented employees who do not have breaks in service. For all other purposes, service will begin with the rehire date, unless otherwise specified in a written agreement between the college and the rehired employee.

The terms of the retiree health plan(s) available to individuals who qualify under this procedure are the terms of the retiree health plan(s) in effect at the time of retirement from MATC.

Office of Responsibility: Human Resources Department
Last Reviewed: Mar-2022