**Article___**

**BENEFITS ELIGIBILITY**

Section 1. For the purposes of this Agreement, any SW who meets at least one of the following criteria shall have benefits eligible status, and shall be referred to as “benefits eligible SWs”:

A. All salaried or stipended SWs.

B. Hourly SWs who are appointed to work or actually work for at least 180 hours in one twelve (12) month academic year (for instance, an average of 7 hours/week for two semesters). This hour threshold shall be calculated by totaling the hours that a SW works in all of their positions.

C. Hourly SWs who are appointed to work or actually work for at least 90 hours in one semester or summer term (for instance, an average of 7 hours/week for 13 weeks of teaching), but does not qualify as described in Section 1B. This hour threshold shall be calculated by totaling the hours that a SW works in all of their positions.

Section 2. For SWs who are appointed to a salaried or stipended position, or an hourly position with an hours expectation above the thresholds in Section 1, benefits eligible status shall be effective at the time of appointment and shall be stated in the appointment letter.

Section 3. For SWs who are not expected to qualify at the time of appointment, but cross either of the thresholds in Section 1, eligibility status shall be effective at the time the hours meeting the threshold are submitted and approved. Benefits shall be retroactive where specified elsewhere in this Agreement.