

HB 4146 STAFF MEASURE SUMMARY

House Committee On Education

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Sub-Referral To: Joint Committee On Ways and Means

Meeting Dates: 2/5, 2/10

WHAT THE MEASURE DOES:

Provides that part-time faculty members at public institution of higher education who qualify for health care benefits will pay 10 percent of insurance premiums for employee coverage. Requires the state to pay for the remaining costs of insurance premiums for health benefit plans out of the moneys appropriated to the Oregon Educators Benefit Board that are not paid by a part-time faculty member. Allows the Board to adopt rules for implementation, including which plans are offered and their selection. Permits institution to agree through either institution policy or collective bargaining to pay portion of health care benefits paid for by employee. Prevents institutions from increasing the eligibility requirements that must be met for part-time faculty to be eligible for health benefit plans. Requires institutions continue to provide comparable health care benefits to part-time faculty who are not eligible for benefit plans. Provides that any savings realized by institution are subject to collective bargaining. Establishes Part-Time Faculty Insurance Fund in the State Treasury. Allows interest earned to be credited to the Fund. Appropriates money from the General Fund to the Oregon Educators Benefit Board beginning July 1, 2019. Applies to health benefit plans offered to part-time faculty members on or after October 1, 2020. Declares emergency, effective on passage.

REVENUE: May have revenue impact, but no statement yet issued.

FISCAL: May have fiscal impact, but no statement yet issued.

ISSUES DISCUSSED:

- Reasoning universities and colleges use adjunct faculty
- Budgetary issues in post-secondary institutions
- Additional duties instructors perform without pay

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND:

Currently each community college and public university calculates whether part-time faculty member hours make them eligible for health care benefits under ORS 351.704. Institutions may calculate this by reviewing classroom instruction hours, research hours, paid committee hours, and other required duties Others review employment status, teaching versus teaching and research, and position descriptions.