House Bill 2611

Sponsored by Representatives MCLAIN, RUIZ, Senator DEMBROW; Representatives DEXTER, EVANS, GAMBA, HUDSON, NELSON, NERON, NOSSE, Senators CAMPOS, JAMA, LIEBER, WOODS (Presession filed.)

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure as introduced.

Requires that dental and vision are included in health benefits available to part-time faculty members.

Requires public institutions of higher education to notify potentially eligible part-time faculty members of eligibility requirements and details of health care benefits available to part-time faculty no later than 30 days before application deadline.

Reduces amount of time part-time faculty must work to qualify for health care benefits from 50 percent of full-time equivalent employee to 30 percent of full-time equivalent employee. Requires institution to include noninstructional work when making eligibility determination.

Declares emergency, effective on passage.

A BILL FOR AN ACT

Relating to health care benefits for part-time faculty members at post-secondary institutions of education; creating new provisions; amending ORS 350.355; and declaring an emergency.

Be It Enacted by the People of the State of Oregon:

SECTION 1. ORS 350.355, as amended by section 30, chapter 81, Oregon Laws 2022, is amended to read:

350.355. (1)(a) Except as provided in paragraph (b) of this subsection, a part-time faculty member at a public institution of higher education is eligible for the same employee-only health care benefits, including dental benefits and vision benefits, as full-time faculty members if the part-time faculty member is working at a level equal to at least [half] 30 percent of a full-time equivalent employee determined as an average either at a single public institution of higher education or in aggregate at multiple public institutions of higher education during at least three of the four previous academic terms. For the purpose of determining eligibility to receive health care benefits under this section, the number of hours a part-time faculty member works must include all hours worked for public institutions of higher education, including those not associated with instructing students.

(b) The total cost of providing any health benefit plan offered by a public institution of higher education to a part-time faculty member under this section may not increase annually by more than the annual increase in premium amounts paid for contracted health benefit plans that is permitted under ORS 243.135 (8)(b) or 243.866 (9)(b).

(2)(a) In order to receive employee-only health care benefits under this section, a part-time faculty member must select a home public institution of higher education for the duration of the benefit year under a process established by each institution. A home public institution of higher education selected under this subsection:

(A) Must be one at which the part-time faculty member is working during the academic term at the time of the application; and

(B) Is responsible for:

NOTE: Matter in boldfaced type in an amended section is new; matter [italic and bracketed] is existing law to be omitted.
New sections are in boldfaced type.

LC 1509
(i) Determining whether the part-time faculty member is eligible to receive health care benefits under this section;

(ii) Determining, on an annual basis, whether a part-time faculty member who was found to be eligible to receive health care benefits under sub-subparagraph (i) of this subparagraph continues to be eligible to receive health care benefits under this section;

(iii) Collecting the premiums for health benefit plans that must be paid by the part-time faculty member under subsection (3) of this section;

(iv) Paying the full cost of the insurance premiums for providing health benefit plans to the part-time faculty member, subject to reimbursement as described in subsection (4) of this section; and

(v) Administering and providing health benefit plans to the part-time faculty member in the manner described in this section.

(b) In order to receive health care benefits under this section, a part-time faculty member must provide the home public institution of higher education with all information necessary for the institution to determine the eligibility of the part-time faculty member to receive health care benefits under this section.

(c) No later than 30 days before the deadline to submit an application to receive health care benefits under this section, each public institution of higher education must notify all part-time faculty members who have been employed by the institution during the current academic year and the previous academic year of:

(A) The eligibility requirements to receive health benefits under this section;

(B) The health care benefits and associated costs available to qualifying part-time faculty members; and

(C) Instructions on how part-time faculty members may apply to receive health care benefits under this section.

(3)(a) Except as provided in paragraph (b) of this subsection, a part-time faculty member at a public institution of higher education shall pay 10 percent of all insurance premiums for health benefit plans.

(b) A public institution of higher education may provide by collective bargaining at the institution to pay for some or all of the insurance premiums that must otherwise be paid by a part-time faculty member under paragraph (a) of this subsection. The public institution of higher education may not be reimbursed under subsection (4) of this section for the costs the institution incurs to provide health benefit plans under this paragraph.

(4)(a) Every three months a public institution of higher education may request reimbursement from the Higher Education Coordinating Commission for the cost of paying insurance premiums for providing health benefit plans to each part-time faculty member who has selected the institution as the faculty member’s home public institution of higher education under subsection (2) of this section.

(b) The commission shall use moneys from the Part-Time Faculty Insurance Fund established under ORS 350.357 to fully reimburse each public institution of higher education for all documented costs requested by the institution under this subsection, except for any costs described in subsection (3) of this section.

(5) Unless otherwise provided for by collective bargaining, a part-time faculty member at a public institution of higher education who is eligible for health care benefits under subsection (1) of this section may receive health care benefits only in the manner provided by this section.

(6) Each agency request budget filed by the Higher Education Coordinating Commission
under ORS 291.208 must include, as part of the budget, moneys sufficient to provide health
care benefits to part-time faculty members in the manner required by this section.

(6) The Higher Education Coordinating Commission may adopt rules necessary to imple-
ment subsection (4) of this section.

SECTION 2. The amendments to ORS 350.355 by section 1 of this 2023 Act first apply to
health care benefits offered to part-time faculty members during the 2023-2024 academic
year.

SECTION 3. This 2023 Act being necessary for the immediate preservation of the public
peace, health and safety, an emergency is declared to exist, and this 2023 Act takes effect
on its passage.

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