

LRCCD / LRCFT

Memorandum of Understanding

Immediate healthcare eligibility for adjunct faculty

Background

The current Collective Bargaining Agreement makes adjunct faculty with a semester assignment of at least thirty percent (30%) of full-time (.30 FTE) or a minimum of four and one-half (4.5) formula hours eligible to participate in the health/medical and dental plans offered by the District after successful completion of such assignment during two (2) of the last five (5) semesters.

LRCFT has an interest in allowing adjunct faculty with an assignment of 0.3 FTE or greater to qualify immediately for participation in the District's health/medical and dental plans. LRCFT has proposed to eliminate the requirement that faculty serve two semesters of the previous five at a level of 0.3 FTE or greater before qualifying for this coverage.

LRCCD supports the principle behind immediate eligibility and has no specific objections to the proposal. LRCCD has an interest, however, in ensuring that any changes to eligibility do not have significant unforeseen adverse consequences for the District's health/medical and dental plans, some of which might affect LRCFT as well as other bargaining units.

Agreements

1. LRCFT and LRCCD share an interest in providing immediate eligibility for health/medical and dental insurance to adjunct faculty working an assignment of 0.3 FTE or greater.
2. LRCFT and LRCCD agree that the primary impediment to reaching a contractual agreement on this question is the logistical question of how a change in eligibility might affect the District's healthcare arrangement with its provider/s (including but not limited to cost and coverage), as well as possible impacts on other bargaining units.
3. LRCFT and LRCCD agree to evaluate the issue of immediate healthcare eligibility for adjunct faculty, including but not limited to presenting the proposal to the Insurance Review Committee (IRC) for determinations of any potential impacts to plans, plan costs, benefits, etc.
4. LRCFT and LRCCD agree that if the IRC approves this change, the parties will work toward implementing it as soon as practicable.
5. The parties agree to evaluate CBA Appendix A.2.4.1.1, adjunct eligibility for HSA contributions by the District.

Signed by:

LRCCD:



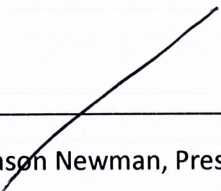
Jamey Nye, Deputy Chancellor



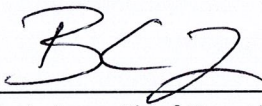
Jake Knapp, District Counsel

4/28/23

LRCFT:



Jason Newman, President



Belinda Lum, Chief Negotiator

4/28/23