

A-Engrossed
House Bill 2611

Ordered by the House March 23
Including House Amendments dated March 23

Sponsored by Representatives MCLAIN, RUIZ, Senator DEMBROW; Representatives BYNUM, DEXTER, EVANS, GAMBA, GRAYBER, HUDSON, NELSON, NERON, NGUYEN H, NOSSE, Senators CAMPOS, JAMA, LIEBER, WOODS (Pre-session 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.

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.]

Alters requirement for part-time faculty to qualify for health care benefits from 50 percent of full-time equivalent employee to part-time faculty member being eligible for membership in Public Employees Retirement System or comparable retirement plan.

Declares emergency, effective on passage.

A BILL FOR AN ACT

1
2 Relating to health care benefits for part-time faculty members at post-secondary institutions of edu-
3 cation; creating new provisions; amending ORS 350.355; and declaring an emergency.

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

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

7 350.355. (1)(a) Except as provided in paragraph (b) of this subsection, a part-time faculty member
8 at a public institution of higher education is eligible for the same employee-only health care
9 benefits, **including dental benefits and vision benefits**, as full-time faculty members if the part-
10 time faculty member is **eligible for membership in the Public Employees Retirement System**
11 **or another plan authorized under ORS chapter 238 or 238A by teaching** *[working at a level*
12 *equal to at least half of a full-time equivalent employee determined as an average]* either at a single
13 public institution of higher education or in aggregate at multiple public institutions of higher edu-
14 cation during **the previous academic year** *[at least three of the four previous academic terms]*.

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

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

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.

1 selected under this subsection:

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

4 (B) Is responsible for:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

7 [(6)] (7) The Higher Education Coordinating Commission may adopt rules necessary to imple-
8 ment subsection (4) of this section.

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

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