

# House Bill 2611

Sponsored by Representatives MCLAIN, RUIZ, Senator DEMBROW; Representatives DEXTER, EVANS, GAMBA, HUDSON, NELSON, NERON, 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 **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

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 working at a level equal to at least [*half*] **30 percent** of a full-time equivalent  
11 employee determined as an average either at a single public institution of higher education or in  
12 aggregate at multiple public institutions of higher education during at least three of the four pre-  
13 vious academic terms. **For the purpose of determining eligibility to receive health care benefits**  
14 **under this section, the number of hours a part-time faculty member works must include all**  
15 **hours worked for public institutions of higher education, including those not associated with**  
16 **instructing students.**

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

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

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

27 (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.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

45 **(6) Each agency request budget filed by the Higher Education Coordinating Commission**

1 **under ORS 291.208 must include, as part of the budget, moneys sufficient to provide health**  
2 **care benefits to part-time faculty members in the manner required by this section.**

3 [(6)] (7) The Higher Education Coordinating Commission may adopt rules necessary to imple-  
4 ment subsection (4) of this section.

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

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

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