

*FACCC PT Symposium 2022*

*12/9/22*

# Health Care for Contingent Faculty

New changes at the state level  
are a game-changer!



*“On a scale of 1 to 10, how good is your insurance?”*

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# CFT PT Campaign

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- ❖ CFT hired full-time organizer to work on PT issues
- ❖ Current focus: PT healthcare

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# Legislation to Raise the Cap

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- ❖ Legislation to raise the 67% cap failed, 2x
- ❖ Governor's veto message: raising cap too expensive, mainly due to increased healthcare costs

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# State PT Healthcare Fund - Pre-Campaign

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- ❖ \$490k yearly for entire state
- ❖ Reimbursed districts up to 50%  
(in theory)
- ❖ Districts received pennies on the dollar (in actuality)

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# CFT PT Campaign

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- ❖ CFT organized a major statewide campaign
- ❖ Lobbied hard for full funding, got \$200 million in ongoing money
- ❖ 100% reimbursement to districts, if they meet certain conditions

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# CFT PT Campaign

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- ❖ This is a major victory, which, if we now do our local negotiating properly, will result in thousands of contingent faculty getting quality, affordable health care!

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# State PT Healthcare Fund - Now

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- ❖ For districts to receive 100% reimbursement, must agree to 4 conditions:
- ❖ Same (or comparable) plans must be offered to FT and PT faculty
- ❖ Cost to PT faculty must be no greater than cost to FT faculty
- ❖ Those with minimum 40% load must be eligible
- ❖ Freeway flyers must be eligible if their total combined load from different districts is 40%

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# Freeway Flyers

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- ❖ “Freeway flyers” are called “multi-district part-time faculty (MDPTF)”
- ❖ MDPTF purchase their own insurance (say, at Covered CA)
- ❖ Each semester MDPTF submit their receipts to their districts for proportional reimbursement
- ❖ For example, if one teaches at 3 districts, each participating district pays  $1/3$



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# State PT Healthcare Fund - Now

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- ❖ Reimburses districts up to 100%  
(if they agree to the 4 conditions)
- ❖ \$200.49 million yearly
- ❖ In effect now!

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# Local Negotiations

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- ❖ Local negotiations are now the key
- ❖ The sooner you negotiate an agreement, the sooner you can deliver free health care to your members
- ❖ TAs in 3 districts

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# Local Negotiations

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- ❖ Issues in local negotiations:
- ❖ 40% load eligibility: calculated per semester, or averaged over 1 year, or both?
- ❖ Waiting period: 1 year, 1 semester, or immediate eligibility?
- ❖ Zero cost for contingent faculty?
- ❖ Mitigation language?
- ❖ Timeline for negotiations

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# Local Negotiations

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- ❖ Negotiation strategies
- ❖ The current state of local negotiations

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# Resources

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