



INTER-OFFICE CORRESPONDENCE  
LOS ANGELES COMMUNITY COLLEGES  
OFFICE OF THE CHANCELLOR

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**TO:** Members of the Board of Trustees  
**FROM:** Francisco C. Rodriguez, Chancellor  
**DATE:** September 14, 2016  
**SUBJECT:** BOARD LETTER FOR SEPTEMBER 21, 2016 MEETING

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**Committee Meeting**

Next week's committee meetings will be held at the ***Educational Services Center***. The meeting times and locations are as follows:

<b><u>Meetings</u></b>	<b><u>Time</u></b>	<b><u>Location</u></b>
Budget & Finance Committee	3:00 p.m. – 4:30 p.m.	Board Room
Break	4:30 p.m. – 4:45 p.m.	
Institutional Effectiveness & Student Success Committee	4:45 p.m. – 6:15 p.m.	6 <sup>th</sup> Floor Large Conference Room
Facilities Master Planning & Oversight Committee	4:45 p.m. – 6: 15 p.m.	Board Room
Break	6:15 p.m. – 6:30 p.m.	
Closed Session	6:30 p.m. – 7:30 p.m.	Hearing Room
Committee of the Whole	7:30 p.m.	Board Room

**Budget & Finance Committee (Moreno, Chair; Fong, Vice Chair; Hoffman, Member)**

The committee will meet from 3:00 p.m. to 4:30 p.m. in the **Board Room**. The agenda and supporting documents may be viewed by clicking on the following link:

<https://spdev.laccd.edu/Board/StandingCommittees/Documents/2016-2017StandingCommitteeAgendas/20160921-Budget-Finance-Agenda.pdf>

**Facilities Master Planning & Oversight Committee (Eng, Chair; Moreno, Vice Chair; Fong, Member)**

The committee will meet from 4:45 p.m. to 6:15 p.m. in the **Board Room**. The agenda and supporting documents may be viewed by clicking on the following link:

<https://spdev.laccd.edu/Board/StandingCommittees/Documents/2016-2017StandingCommitteeAgendas/20160921-Facilities-Master-Planning-Oversight-Agenda.pdf>

**Institutional Effectiveness & Student Success Committee (Hoffman, Chair; Kamlager, Vice Chair; Pearlman, Member)**

The committee will meet from 4:45 p.m. to 6:15 p.m. in the **6<sup>th</sup> Floor Large Conference Room**. The agenda and supporting documents may be viewed by clicking on the following link:

<https://spdev.laccd.edu/Board/StandingCommittees/Documents/2016-2017StandingCommitteeAgendas/20160921-Institutional-Effectiveness-Student-Success-Agenda.pdf>

**Committee of the Whole**

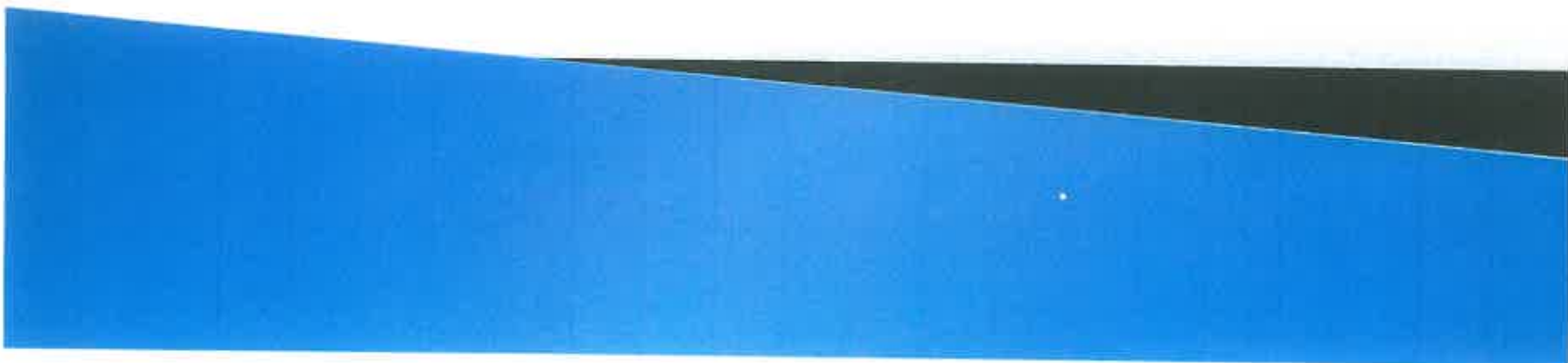
The committee will meet at 7:30 p.m. in the **Board Room**. The Joint Labor Labor Management Benefits Committee will present its Annual Report. (***Refer to Attachment A***)

Please let me know should you have any questions regarding the meeting.

Los Angeles Community College District

# JLMBC MEDICAL BENEFITS SURVEY Spring 2013

Adjunct Faculty Comments  
(Every comment included)



Page 2, Q5. Overall, I'm very satisfied with the benefits LACCD currently provides

1	Physical exam 2x year not 1x teeth clean more often	Sep 14, 2013 12:09 PM
2	Physical exercise 2x year, not 1x teeth clean more often	Sep 7, 2013 9:34 AM
3	It needs to go up with the increase cost of medications	Sep 7, 2013 7:57 AM
4	I do not receive benefits.	Jul 9, 2013 3:25 PM
5	Larger co-pays and decrease procedure benefits leaves us with to high of out of pocket <illegible>	Jun 26, 2013 5:08 PM
6	The benefit package for adjunct faculty is not proportionate to the full time faculty. I believe that a faculty member working a 30% load should be offered 30% of the full time benefit package. I also would like the ability to put money away for yearly medical and childcare expenses, as well as an investment plan.	Jun 17, 2013 1:11 PM
7	My husband is a LAUSD teacher and I am covered under his policy	Jun 11, 2013 2:13 PM
8	I work for LAUSD also so my benefits are covered under their plan. I do know that workman comp provides great support when injured on the job.	Jun 9, 2013 10:49 AM
9	Benefits are too expensive and on top of that co-pay and premium keeps increasing every year	Jun 7, 2013 8:54 PM
10	I recently had a second screening colonoscopy in five years. The first one was covered 100% but the second was only covered 50% because CalPers had made a special concession to Anthem Blue Cross on Jan 1, 2012 that they would no longer cover a colonoscopy 100% if it was done in a hospital rather than in an "Ambulatory Surgery Center" even though my doctor did NOT remove any polyps or lesions - it did NOT involve surgery. I am livid and angry at Anthem Blue Cross and CalPers for allowing a change like this. This is a substantial change in my benefits and my colonoscopy should be covered 100% as mandated in the Affordable Care Act, as are all preventative screenings.	Jun 7, 2013 4:50 PM
11	Most of the employees are part-timers. The questions appear to be geared to FT instructors, why?	Jun 7, 2013 2:36 PM
12	I am an Adjunct Faculty and only aware of the benefits as a result of speaking with other faculty members from other campuses and calling LACCD offices after receiving emails for those who were eligible and inquiring	Jun 7, 2013 12:45 PM
13	I appreciate the benefits offered, but the health coverage for adjuncts is too expensive	Jun 7, 2013 12:21 PM
14	I am not eligible for any benefits, so completing this survey is not relevant	Jun 7, 2013 11:34 AM
15	My teaching load was reduced to 1 class following the 2008 recession, so I don't qualify for benefits. I should be able to	Jun 7, 2013 11:34 AM

Page 2, Q5. Overall, I'm very satisfied with the benefits LACCD currently provides

accrue benefits over time.

- 16 I am not enroled in health insurance with LACCD, but I heard from others that they are satisfied. Jun 7, 2013 11:15 AM
- 17 Need to have better cheaper rate for medical, that is easy to follow and use Jun 7, 2013 9:54 AM
- 18 No FSA for health care for adjuncts Limited dental coverage for adjuncts who would qualify for higher limits if full-time The JLMBC are throwing adjuncts under the bus by not negotiating for better benefits for us. It's disgraceful. Jun 7, 2013 9:46 AM
- 19 We have a good program. Let's continue to improve it. N.B. If the Health Care Act offers better, I will make changes. Jun 7, 2013 9:08 AM
- 20 While the benefits seems to be good, I have not tried to take any benefits. Communication with benefit providers has been questionable. Jun 7, 2013 8:59 AM
- 21 The cost is a struggle for me. Jun 6, 2013 11:06 PM
- 22 I was hoping to enroll in the medical dental coverage in the previously announced May enrollment as my husband was laid off from his job and all of our coverage was with his employer. However the May enrollment never happened. I'm now told that there will be an open enrollment period in August. I'm hoping this is true. Jun 6, 2013 5:47 PM
- 23 Because I am adjunct, I do work full time at another agency where I do carry my full benefits elsewhere. Therefore, I currently do not have LACCD benefits and was not able to respond to these questions at the present time, but being an ex full time LACCD employee, I do recall having excellent benefits and was truly satisfied with my former benefits with LACCD. :) Jun 6, 2013 4:20 PM
- 24 At Santa Monica College, the adjunct instructors with faculty status get their benefits paid for in full. In the LACCD district, I have to pay for more than half of my monthly cost for the same coverage I got for free for 10 years at SMC, and my co payments are higher. Jun 6, 2013 3:42 PM
- 25 The coverage for dental for PERS, part time adjunct instructors covers only \$1000. This only allows for a couple of cleanings at most. Once this \$1000 are used, there is no more coverage for any additional procedures. I suggest that amount covered increases, or for a percentage of expenses to be covered throughout the time of coverage. Jun 6, 2013 8:33 AM
- 26 Only one class at city and one at ELAC (total of 2 classes) can not pay for health benefits. Thank you, Jun 5, 2013 6:03 PM
- 27 I wish I understood better the entire Benefit Pacage... Jun 5, 2013 11:50 AM
- 28 I'm a retired LAUSD teacher. My benefit package is through them. As an adjunct with a satisfactory benefit package from Jun 5, 2013 9:07 AM

Page 2, Q5. Overall, I'm very satisfied with the benefits LACCD currently provides

another source, I don't utilize the LACCD benefit package.

- |    |                                                                                                                                                                                                                                                               |                      |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| 29 | I have for the past 20 years been fully covered by Kaiser-Permanent health and Delta dental insurance at Cal Poly State Univ., Pomona and have not needed to take advantage of any of the benefits available to me through the benefits program at the LACCD. | Jun 5, 2013 8:29 AM  |
| 30 | I do not receive any benefit from WLAC, I work also part-time at Cal State Fullerton and I am fairly happy with my medical.                                                                                                                                   | Jun 4, 2013 10:31 PM |
| 31 | I do not get any benefit from the district                                                                                                                                                                                                                    | Jun 4, 2013 9:38 PM  |
| 32 | I am an adjunct faculty at LACC and SMC . I receive health coverage through Kaiser.                                                                                                                                                                           | Jun 3, 2013 5:41 PM  |
| 33 | As an adjunct faculty member, I am left out of most of the benefits. The union should campaign for adjuncts to receive benefits at an affordable cost.                                                                                                        | Jun 3, 2013 10:39 AM |
| 34 | Since I am an adjunct faculty member I do not participate in the benefit program. However I think that I would not be able to participate if I needed benefits because of the high costs.                                                                     | Jun 3, 2013 10:15 AM |
| 35 | I do not participate in LACCD benefits.                                                                                                                                                                                                                       | Jun 3, 2013 10:04 AM |
| 36 | I have full benefits from a past employer and as stated; My current benefit package provides all the coverage I need                                                                                                                                          | Jun 1, 2013 8:43 PM  |
| 37 | The benefits for Part-Time instructors are minimal.                                                                                                                                                                                                           | Jun 1, 2013 5:48 PM  |
| 38 | Thank you for all th contribution and assistance. I am veru satisfied employee.                                                                                                                                                                               | Jun 1, 2013 12:05 PM |
| 39 | i have not joined todate                                                                                                                                                                                                                                      | Jun 1, 2013 9:28 AM  |
| 40 | Most benefits are set up to satisfy the needs of full time workers. Once before I tried to sign up for benefits, but my income from the district wasn't enough to cover them. Benefits were too expensive.                                                    | May 31, 2013 9:55 PM |
| 41 | If I could afford a package, my feelings might be different. With only one class, I would be working just to cover the insurance, so I chose not to have it.                                                                                                  | May 31, 2013 5:20 PM |
| 42 | What benefits?                                                                                                                                                                                                                                                | May 31, 2013 5:00 PM |
| 43 | It would be nice to have health insurance coverage for everyone, not only those in their third semester of work                                                                                                                                               | May 31, 2013 4:55 PM |

Page 2, Q5. Overall, I'm very satisfied with the benefits LACCD currently provides

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|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 44 | Keep up the good work.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | May 31, 2013 10:51 AM |
| 45 | The cost of premiums keep increasing - even with the increase in the district contribution for an individual, the PPO is becoming more and more expensive because the district proportional increase doesn't cover the increased cost for a couple or family.                                                                                                                                                                                                                                                                                                                                                                                                                         | May 30, 2013 11:03 PM |
| 46 | medical esp Rx coverage not as good under Pers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | May 29, 2013 7:43 PM  |
| 47 | Happy to get vision coversge                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | May 29, 2013 3:04 PM  |
| 48 | My benefits for visual and dental, pay for an eye examination and dental cleaning. I do get a discount on frames, but almost anything else I need for my teeth, I pay extra.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | May 29, 2013 8:25 AM  |
| 49 | I obtain health care from another district; no out of pocket expense is required.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | May 28, 2013 10:26 PM |
| 50 | retirement is good. need better health, health savings, and dental for adjunct faculty                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | May 28, 2013 4:32 PM  |
| 51 | PERS had a better benefit package that is not offered to faculty EOP over the POP. The monthly cost and the fee to go to the doctor is expensive, but maybe because I am adjunct.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | May 25, 2013 11:55 AM |
| 52 | My medical plan, on paper, looks good, but to access the services through the available medical groups is maddening.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | May 25, 2013 8:13 AM  |
| 53 | Waited 25 years for District to buy me a pair of glasses. When my hours were reduced, I had to pay the rest of the year myself, and so my glasses were more than paid for myself.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | May 24, 2013 1:02 PM  |
| 54 | I believe unused sick leave or personal leave for part time and full time instructors should be converted to some sort of monetary compensation. Other agencies offer compensation for unused sick leave / personal leave / or accrued vacation time.                                                                                                                                                                                                                                                                                                                                                                                                                                 | May 22, 2013 5:06 PM  |
| 55 | I have encountered more than a few instances where my healthcare provider has been told that I was not covered by and/or working for the district. I have worked consecutive semesters with this district since 2010 and yet, on occasion I have had to pay out of pocket in order to maintain my good credit while the benefits department/and/or Blue Cross figured out what the problem was with the transition from one computer database to another. When I CAN and DO access my benefits, for the most part, I am happy. However, given the amount I pay for insurance...I et very frustrated and unhappy when I can not. Any reasonable person would feel similarly, I'm sure. | May 22, 2013 2:45 PM  |
| 56 | I wish the coverage was not so expensive for employees, particularly PPO Dental. As an adjunct \$300 per month without dental is pricey.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | May 22, 2013 2:14 PM  |

Page 2, Q5. Overall, I'm very satisfied with the benefits LACCD currently provides

- 57 Regarding "caps" on specific services, are there at say, Kaiser? May 22, 2013 9:52 AM
- 58 As an Adjunct, I am forever just under the required number of FTE's to qualify for benefits which makes any facet of the benefits package irrelevant to me regardless of my medical needs. May 21, 2013 8:00 PM
- 59 The Choice PPO pays very little to out-of-network providers; sometimes less than an in-network provider. This is unnecessary since the patient pays the difference anyway. May 21, 2013 6:42 PM
- 60 As a part-time (adjunct) instructor, the insurance available to me from the District is too expensive. Thus, I have my own coverage thru Kaiser, which is much less. May 21, 2013 5:17 PM
- 61 As an adjunct who purchases benefits, I have been satisfied the last couple of years with the choices and cost control; however I am concerned with the cost of benefits in the future and hope that the District and CalPers will make a concerted effort to force insurers to be more transparent and reduce costs. Much like what is happening with the San Francisco's efforts against Kaiser May 21, 2013 4:15 PM
- 62 I am an adjunct professor. The rules for qualification are opaque. If I teach three classes in a semester, I am not eligible to pay into benefits until the following semester, where I might not have three classes. The premiums are so high, that paying into the program (a good thing for adjuncts) is often not realistic, unless I had some other form of employment. I am now paying into Delta Dental and getting needed oral surgery. DD pays 80% of the cost, but with a \$1K cap! That 1K gets me almost nothing. May 21, 2013 2:29 PM
- 63 As an adjunct for the last 10 years or so, I'm very happy with Kaiser benefits. The cost is what makes it less attractive. May 20, 2013 11:03 AM
- 64 As a part time instructor in the district since 1996, I realize our input is probably weighed far less than that of the sacred full time. What I find unconscionable, is that every year our healthcare premium increases, while full time faculty (and their dependents--regardless of HOW MANY!!), pay nothing! Even a modest per monthly premium charge would certainly help offset the \$ the district pays out for health benefits. May 20, 2013 8:19 AM
- 65 I find it troubling that full time faculty receive a free benefit package while part time faculty who barely make enough to live on must pay 50% of their benefit package. What is the reasoning behind this. At one point I had a partner and received benefits from his package, but being single and part time I must pay more than \$2500 for benefits excluding vision care and dental care. Where is the logic in this that my yearly gross salary is barely \$22K? May 19, 2013 10:58 PM
- 66 As an adjunct, I teach one 3 unit course per semester. When I calculated what the cost to me would be, it turned out that my wages would be zero dollars per semester. The balance was eaten up by your "benefit" package. May 19, 2013 10:08 PM
- 67 As an adjunct, I get no benefits. I have to rely on my wife's employer(LAUSD) for such benefits. May 19, 2013 7:58 AM



Page 2, Q5. Overall, I'm very satisfied with the benefits LACCD currently provides

- |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                       |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 68 | I was buying my own insurance before this. The medical is close to what I was paying on my own. The only difference is the deductible and plan is a little better. The dental is not really a bargain. I'm paying in the neighborhood of \$600/year for the LACCD dental plan but the plan only pays out \$1,000 in benefits per year, if that. If I don't have a dental "incident" that year, I've spent \$600 for nothing. If I do have a dental incident, the max payout is only \$1,000. I'm better off putting \$600 a year in a savings account. It'd likely save me money over the long haul. | May 18, 2013 6:07 PM  |
| 69 | I am not completely satisfied with the medical, I have to make multiple visits to my doctor in order for her to be compensated. So I cannot make a general yearly medical and have a pap smear on the same visit. I have not need to really use my medical and I do not feel confident with in in a true emergency.                                                                                                                                                                                                                                                                                  | May 18, 2013 6:04 PM  |
| 70 | I can't seem to find a health plan that is satisfactory. The lower cost PPO appears to have limited doctors, but I thought the point of a PPO was to have a wide range of doctors to choose from.                                                                                                                                                                                                                                                                                                                                                                                                    | May 18, 2013 12:48 PM |
| 71 | I think that the benefits should be an addition, not money removed from our pay, like LAUSD employees. They have no money coming out of their pay checks and get full benefits. Why can't we have the same?                                                                                                                                                                                                                                                                                                                                                                                          | May 18, 2013 11:51 AM |
| 72 | Adjuncts get ripped off and even with the district paying a portion, it is price gouging                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | May 17, 2013 10:20 PM |
| 73 | I think that it is still a bit too expensive for adjunct who make very little money. Also we are not able to cover our children because the cost is so elevated. Our whole paycheck goes towards health insurance for ourselves +1.                                                                                                                                                                                                                                                                                                                                                                  | May 17, 2013 9:10 PM  |
| 74 | I am not pleased with the special group part d plan...just assessed an extra amount per month for IRMAA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | May 17, 2013 7:34 PM  |
| 75 | Hi Deductibles and co-pays with the new plan. The old plan was great.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | May 17, 2013 5:32 PM  |
| 76 | What benefits, you mean if I pay, I can get a discount on insurance?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | May 17, 2013 4:26 PM  |

**Page 3, Q8. Please indicate the level of importance you attribute to each of these other benefits offered by LACCD.  
(Please mark one rating for each benefit listed)**

- |    |                                                                                                                                                                                                                         |                       |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 1  | Part timers need more benefit than they have now.                                                                                                                                                                       | Jun 9, 2013 4:17 PM   |
| 2  | affordable, reasonable retirement plans for adjuncts                                                                                                                                                                    | Jun 7, 2013 8:58 PM   |
| 3  | Matching 403 contributions.                                                                                                                                                                                             | Jun 7, 2013 2:38 PM   |
| 4  | Dental coverage at no additional employee cost.                                                                                                                                                                         | Jun 7, 2013 1:48 PM   |
| 5  | PrePaid Legal or Group Legal plan, Health Club Membership, Pet Care, Discount Auto Insurance & Home COverage                                                                                                            | Jun 7, 2013 12:49 PM  |
| 6  | (1) FSA for health care for adjuncts (2) Dental plan limits for adjuncts only \$1,000. Many adjuncts would qualify for a higher limit if their service were measured on the same basis as full-time faculty.            | Jun 7, 2013 9:51 AM   |
| 7  | I would just love to get on a medical/dental plan.                                                                                                                                                                      | Jun 6, 2013 5:50 PM   |
| 8  | Important to have better coverage for adjunct faculty like life insurance sick pay FSA, HRA                                                                                                                             | Jun 6, 2013 3:13 PM   |
| 9  | Endodontics coverage                                                                                                                                                                                                    | Jun 6, 2013 8:39 AM   |
| 10 | That health insurance premium can be personally paid by adjuncts regardless of FTE as long as the adjunct is teaching a class during the semester.                                                                      | Jun 5, 2013 6:48 PM   |
| 11 | I would like to offered any one of these                                                                                                                                                                                | Jun 5, 2013 6:35 PM   |
| 12 | Something that would act as a credit toward children's college expenses.                                                                                                                                                | Jun 5, 2013 2:23 PM   |
| 13 | I would like to see more benefits for adjunct faculty.                                                                                                                                                                  | Jun 3, 2013 4:51 PM   |
| 14 | I would like to see ALL of these offered to adjuncts!                                                                                                                                                                   | Jun 3, 2013 10:42 AM  |
| 15 | HRA should be available to part-timers                                                                                                                                                                                  | Jun 1, 2013 5:50 PM   |
| 16 | i have no coverage                                                                                                                                                                                                      | Jun 1, 2013 9:30 AM   |
| 17 | We need a powerful credit union that support the investments of our commuity and financial education. Other districts have their own credit unions that provide unique credit and financial support to their memebbers. | May 31, 2013 10:04 PM |

**Page 3, Q8. Please indicate the level of importance you attribute to each of these other benefits offered by LACCD.  
(Please mark one rating for each benefit listed)**

- |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                       |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 18 | I am an ajunt staff member I don't qualify for benefits                                                                                                                                                                                                                                                                                                                                                                                              | May 31, 2013 8:30 PM  |
| 19 | Wish I could afford ANYTHING                                                                                                                                                                                                                                                                                                                                                                                                                         | May 31, 2013 5:24 PM  |
| 20 | Last time I checked, the hourly employees got nothing, even after 25 years. Shame on AFT/LACCD.                                                                                                                                                                                                                                                                                                                                                      | May 31, 2013 5:02 PM  |
| 21 | Full time coverage - Fall and Spring                                                                                                                                                                                                                                                                                                                                                                                                                 | May 31, 2013 10:54 AM |
| 22 | I really appreciate the EAP. I consider it a very important part of my benefits package.                                                                                                                                                                                                                                                                                                                                                             | May 30, 2013 11:06 PM |
| 23 | I wish that I could afford to add my son.                                                                                                                                                                                                                                                                                                                                                                                                            | May 29, 2013 3:07 PM  |
| 24 | I do not take advantage of the other benefits. I am definitely interested in finding out more about them,particularly life insurance. I now nothing about AD&D or cmpany plan 403b or 457 .                                                                                                                                                                                                                                                          | May 29, 2013 8:31 AM  |
| 25 | I don't get the listed benefits- they are for full time employees only.                                                                                                                                                                                                                                                                                                                                                                              | May 28, 2013 10:28 PM |
| 26 | Wish there were better benefits offered to adjunct faculty at a lower threshold, and one they can maintain once enrolled to continue, despite budget cuts and class cancellations. It would be great to have some stability once on a seniority list! Also FSAs should be offered to all, not just full-time faculty!                                                                                                                                | May 28, 2013 4:37 PM  |
| 27 | If some of these were available to adjunct or perhaps they are and I am not aware of them.                                                                                                                                                                                                                                                                                                                                                           | May 25, 2013 11:58 AM |
| 28 | Vision and dental care unquestionably should be paid for by the District for all adjuncts. Many adjuncts are too poor to pay for total health coverage, while those adjuncts who can afford it are given \$180 per month toward their health care. This too-modest an advance in benefits is ridiculously unfair to those who can afford nothing, but who teach the same credit classes as full time employees, and need their health just as much.. | May 24, 2013 1:23 PM  |
| 29 | Unused vacation time/personal leave or sick leave should be converted into monetary compensation for part time and full time instructors.                                                                                                                                                                                                                                                                                                            | May 22, 2013 5:11 PM  |
| 30 | Benefits that cover preventative, alternative procedures (i.e. acupuncture, thermograms, colonoscopy etc.)                                                                                                                                                                                                                                                                                                                                           | May 22, 2013 1:14 PM  |
| 31 | That single employees, with no dependent children, be allowed to have a designated,blood-related person receive the remainder of any retirement monies due them.                                                                                                                                                                                                                                                                                     | May 22, 2013 9:56 AM  |
| 32 | HSA                                                                                                                                                                                                                                                                                                                                                                                                                                                  | May 21, 2013 8:02 PM  |

**Page 3, Q8. Please indicate the level of importance you attribute to each of these other benefits offered by LACCD.  
(Please mark one rating for each benefit listed)**

- |    |                                                                                                                                                                                                                                                  |                       |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 33 | A better dental plan.                                                                                                                                                                                                                            | May 21, 2013 7:38 PM  |
| 34 | Find a way for part-time faculty teaching over 50% participate in "Accounts that let me pay for uncovered medical or dependent care expenses with pay that is not subject to most taxes"                                                         | May 21, 2013 6:45 PM  |
| 35 | Low copays.                                                                                                                                                                                                                                      | May 21, 2013 3:12 PM  |
| 36 | As an adjunct I do not qualify for many or most of these.                                                                                                                                                                                        | May 21, 2013 2:32 PM  |
| 37 | Adjunct faculty to receive same packages as full time staff.                                                                                                                                                                                     | May 21, 2013 1:24 PM  |
| 38 | keep benefits for retirees                                                                                                                                                                                                                       | May 20, 2013 9:39 AM  |
| 39 | Far better dental coverage. What I pay out of pocket (over \$700 per year) basically covers nothing more than two cleanings and one dentist consult a year. Period. Everything else is out-of-pocket. The Safeguard plan is basically pointless. | May 20, 2013 8:23 AM  |
| 40 | Adjuncts should get free medical, dental and vision care! So not fair that with such low salaries we have to pay so much for services. In this economy many adjuncts do not have additional sources of income!!                                  | May 19, 2013 11:02 PM |
| 41 | A change in the state law that says I get only one class per school!                                                                                                                                                                             | May 19, 2013 10:14 PM |
| 42 | Notice this survey does not differentiate between full and part time employees such as myself. The benefits available to these groups are very different and really not comparable.                                                              | May 19, 2013 1:46 PM  |
| 43 | I am on Pers Choice but it's not listed above (?)                                                                                                                                                                                                | May 18, 2013 6:11 PM  |
| 44 | Full benefits for being an employee with LACCD                                                                                                                                                                                                   | May 18, 2013 11:55 AM |
| 45 | If laid off or lose your job.                                                                                                                                                                                                                    | May 17, 2013 10:23 PM |
| 46 | Cash for unused sick leave                                                                                                                                                                                                                       | May 17, 2013 4:30 PM  |

**Page 6, Q16. If I were to receive important information about my benefit program, the following ways of communicating these changes would be especially helpful to me. Please rate the following:**

- |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                       |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 1  | mail update                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Jun 5, 2013 6:43 PM   |
| 2  | Clear instructions for adjuncts, but not just new ones, about how to join one of the district programs, plus clear information about benefit options/finances.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Jun 5, 2013 8:55 AM   |
| 3  | I do not participate in the LACCD benefits program.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Jun 3, 2013 10:05 AM  |
| 4  | I receive my benefits from other employers and what LACCD has does not effect me                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Jun 1, 2013 8:50 PM   |
| 5  | timely receiving of the information for insurance for specially funded programs/funds                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Jun 1, 2013 12:14 PM  |
| 6  | i woulg like to know the cost of each medical coverage offered.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Jun 1, 2013 9:36 AM   |
| 7  | Rather than small group meetings, providing information via website.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Jun 1, 2013 6:49 AM   |
| 8  | Small groups for groups with specific needs. Generic information meetings include too much information that doesn't necessarily apply to all, and therefore become tedious and useless to those for whom the details don't apply.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | May 31, 2013 10:21 PM |
| 9  | Alert system as to end of coverage for part time employees should be improved.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | May 31, 2013 10:58 AM |
| 10 | The website on health benefits, particularly for adjuncts is very crowded with outdated material, crowded with too much information and difficult use.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | May 30, 2013 11:13 PM |
| 11 | Timing of meetings is often inconvenient for adjuncts.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | May 30, 2013 12:08 AM |
| 12 | The meetings that have been offered always meet on the day that I teach. generally Friday morning. I have never felt that it was right to cancel my class to attend these meetings. I have been at LACC for 18 years. And as far as i know, there has never been a meeting offered at a time that I wasn't teaching.I think there shoud be a special meeting on each campus at noon that would go over the benefits offered by the district. I don't even know what some of these plans are. No one has ever spoken to me about them. If there is information it is generally found in one of those large resource books, which one only goes to if there is a need for they are cumbersome and wordy. Having someone come and speak to the adjuncts on benefits as AFT is doing regarding filing for unemployment would be very helpful. | May 29, 2013 8:47 AM  |
| 13 | Part time instructors do not receive many of the listed benefits.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | May 28, 2013 10:30 PM |
| 14 | charging employees for benefits meetings is an insult                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | May 21, 2013 7:42 PM  |

Page 6, Q16. If I were to receive important information about my benefit program, the following ways of communicating these changes would be especially helpful to me. Please rate the following:

- |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                       |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 15 | Online or paper information that is accurate.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | May 21, 2013 6:48 PM  |
| 16 | I think this survey should have been confined to full-time instructors only.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | May 21, 2013 5:24 PM  |
| 17 | communications and enrollment for adjuncts is not very good. Also, since we pay most of the cost for our benefits it would be beneficial to receive and be able to comment on more timely updates on future cost negotiations                                                                                                                                                                                                                                                                                                                                                                                                                               | May 21, 2013 4:24 PM  |
| 18 | All these are fine, but I've found the information disseminated from the District isn't always accurate. Get your facts straight first.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | May 21, 2013 3:58 PM  |
| 19 | Adjuncts get better bennies at Santa Monica College. I wish we could match them.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | May 21, 2013 2:39 PM  |
| 20 | The bottom line is this: Healthcare costs, period, need to be spread out equally among full- and part-time employees. The total free ride that full time employees (and ALL their dependents) receive needs to stop! It's time everyone shares in the cost of this benefit, for which I'm extremely grateful to have, but the ongoing costs are not far from becoming prohibitive.                                                                                                                                                                                                                                                                          | May 20, 2013 8:32 AM  |
| 21 | Adjuncts do not receive same benefits as full time faculty. HRA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | May 19, 2013 11:30 PM |
| 22 | Typical costs for various classes of employee are NEVER given. So how can any reasonable person choose?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | May 19, 2013 10:24 PM |
| 23 | I receive benefits through another district.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | May 19, 2013 1:48 PM  |
| 24 | I probably would not make time to participate in small group meetings and I probably would not read the benefits booklet in depth until I found a need. I am in a minority when I say I would rather not have a salary increase and instead have that go to my benefits. When I have suggested that to fellow faculty that think I am crazy. I believe medical is more important than increase salary.                                                                                                                                                                                                                                                      | May 18, 2013 6:16 PM  |
| 25 | The packets sent out are very difficult to understand leave most of us confused. The LACCD benefits division rushed you and provides little one on one support and has little patience and doesn't like to walk you through the internet. I don't like to have to keep telling an inpatient rep at LACCD that he/she is nice just to buy myself some more time. The best option is to an inservice that is also recorded and posted online (for those that cant' make it) where we are all walked through our options and all information is presented in a digestible format. Where questions and answers can be presented and FAQs can also be presented. | May 17, 2013 10:32 PM |

Page 8, Q24. Thank you for your time in completing this valuable survey. LACCD will collate and analyze the results with a view to providing the best possible benefits program for its employees and retirees. Please feel free to add any additional comments in the box below, we look forward to understanding mor...

- |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                      |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| 1  | To help lower costs, why are you not considering alternative medicine?                                                                                                                                                                                                                                                                                                                                                                                             | Jun 26, 2013 5:11 PM |
| 2  | Benefit cost for a family is quite high and enrolling a domestic partner is not very easy.                                                                                                                                                                                                                                                                                                                                                                         | Jun 7, 2013 9:09 PM  |
| 3  | This survey was for FT employees. It is disappointing that issues for adjuncts were not addressed.                                                                                                                                                                                                                                                                                                                                                                 | Jun 7, 2013 2:45 PM  |
| 4  | FSA for health care for adjuncts. Raise dental plan limits for adjuncts with more FTE service. Prepare for class-action lawsuit.                                                                                                                                                                                                                                                                                                                                   | Jun 7, 2013 10:00 AM |
| 5  | again, no health benefits from the district - only two classes. Health benefits are to high ...                                                                                                                                                                                                                                                                                                                                                                    | Jun 5, 2013 6:19 PM  |
| 6  | At one college, medical insurance cost is covered for adjuncts who teach at least two 3-unit courses. At another college, each adjunct is allotted a certain amount for medical insurance; then the college will pay the insurance plan of the adjuncts choice until that allot amount is exhausted; then at the end of the school term, the left over amount is split evenly among qualified adjuncts.                                                            | Jun 5, 2013 5:53 PM  |
| 7  | I am unfamiliar with benefits package offered thru LACCD because mine come thru my spouse's employer.                                                                                                                                                                                                                                                                                                                                                              | Jun 5, 2013 2:33 PM  |
| 8  | thank you for caring...                                                                                                                                                                                                                                                                                                                                                                                                                                            | Jun 5, 2013 12:03 PM |
| 9  | Im new to the LACCD family as a part time adjunct professor. Although I work a full time job and teach in the evenings, Im not certain about the benefitsI receive, if any. I would suggest conducting a work shop every quarter or so to explain benefits to employees who have questions and new employees who enter the workforce sporadically. Or maybe a 1-800 number where new employees can call and get specific information regarding benefits/retirement | Jun 5, 2013 11:36 AM |
| 10 | Because I work as an adjunct with WLAC, I have full medical vision and dental benefits through my full time employer-Kaiser Permanente, I do not participate in Los Angeles Community College health care plan.                                                                                                                                                                                                                                                    | Jun 5, 2013 9:02 AM  |
| 11 | Again, I don't know how much of what I said matters. I get my medical benefit from CSUF.                                                                                                                                                                                                                                                                                                                                                                           | Jun 4, 2013 10:42 PM |
| 12 | Please let's get Obama Care Plan!                                                                                                                                                                                                                                                                                                                                                                                                                                  | Jun 3, 2013 4:01 PM  |
| 13 | Adjuncts carrying a .2 work load (one class) should be able to receive health insurance benefits, or else those adjuncts with more seniority/longevity should be assigned a minimum of a .4 (2 classes) work load so that they and their families can receive health care benefits. It's unconscionable that huge numbers of part-timers in the District are shut out of receiving health care benefits through their employer.                                    | Jun 1, 2013 5:59 PM  |

**Page 8, Q24. Thank you for your time in completing this valuable survey. LACCD will collate and analyze the results with a view to providing the best possible benefits program for its employees and retirees. Please feel free to add any additional comments in the box below, we look forward to understanding mor...**

- |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                       |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 14 | Thank you, I am a former LAUSD employee and am very satisfied with the benefit package I was provided with LACCD. Considering the fact that I am chronically ill, I feel blessed to be employed with LACCD. Provided benefits to me were greatly appreciated.                                                                                                                                                                                                                        | Jun 1, 2013 12:19 PM  |
| 15 | Adjunct benefit needs to be improve.                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Jun 1, 2013 8:08 AM   |
| 16 | Encourage the use of varied services/providers in order to promote competition. Medical services are most of the time overcharged. That is the reason why more people tend to go to canada or mexico for basic health care needs. Better quality for a far more realistic price.                                                                                                                                                                                                     | May 31, 2013 10:26 PM |
| 17 | Medical benefits apply ONLY to full time teachers. Adjuncts need not apply so thisi kind of feedback is not worth getting.                                                                                                                                                                                                                                                                                                                                                           | May 31, 2013 5:32 PM  |
| 18 | OK                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | May 31, 2013 10:59 AM |
| 19 | I like the access to a variety of programs and to the richness of the health benefit plans. I believe that adjunct faculty should receive a higher contribution from the district toward the cost of premiums. I like having a clear picture of what my monthly premium payment is going to be well in advance of any changes.                                                                                                                                                       | May 30, 2013 11:17 PM |
| 20 | Question 21 - no choice for widow/widower. I am not sure which benefits I qualify for as an adjunct. Maybe this was communicated and I missed it.                                                                                                                                                                                                                                                                                                                                    | May 30, 2013 12:10 AM |
| 21 | You folks don't care at all about adjuncts, so why pretend?                                                                                                                                                                                                                                                                                                                                                                                                                          | May 28, 2013 10:31 PM |
| 22 | Will we be notified of the results of the survey? Thanks.                                                                                                                                                                                                                                                                                                                                                                                                                            | May 25, 2013 12:06 PM |
| 23 | Adjuncts already pay a lot for health care. Why don't full-timers, who make more, share the burden? Mailings to adjuncts frequently stress that re-enrollment is not necessary, but then we find out that it is. Overall, I don't think enough care is given to make adjunct health care fair (price-wise) and accessible.                                                                                                                                                           | May 25, 2013 8:23 AM  |
| 24 | Adjuncts are seriously neglected in the health benefits area. This is the one place the District could show appreciation for the contribution of adjuncts without even coming near to equity pay. The monthly contribution of the District toward health coverage is a step in the right direction, but I fail to understand why it could not be designed to help also those who (being just at the "poverty" line in income) cannot afford to pay the total health benefit package. | May 24, 2013 1:51 PM  |
| 25 | Thank you for your efforts. dak                                                                                                                                                                                                                                                                                                                                                                                                                                                      | May 23, 2013 8:52 AM  |



**Page 8, Q24. Thank you for your time in completing this valuable survey. LACCD will collate and analyze the results with a view to providing the best possible benefits program for its employees and retirees. Please feel free to add any additional comments in the box below, we look forward to understanding mor...**

26	The Dental plan is terrible and a losing proposition for most. At a cost of \$600 a year with only a possible pay-out of \$1,000 in benefits, Delta is making tons of money on LACCD employees. Most people will NOT have need, most years, for any substantial dental work, so Delta will pocket that \$600 most years, for most employees. Then when we finally do indeed need to "call in" on our benefits, let's say after 3-4 years of paying into the pot (at an expense of \$1,800 to \$2,400) we only get, at best \$1,000 back? We're better off just putting that yearly \$600 in a savings account and not getting insurance at all.	May 21, 2013 7:45 PM
27	Adjunct faculty teaching 50 percent should receive the same level of district paid benefits that full-time faculty, classified, administrators etc. receive working 50 percent. Permanent employees at the district and unions do not want this for fear they will lose something. Who will push for equity in benefits for part-time faculty??	May 21, 2013 6:53 PM
28	I am most concerned about rising costs. CalPers and the District need to use their leverage to force the providers to be more transparent and to cap profits.	May 21, 2013 4:27 PM
29	I have no idea what changes are coming in 2014 with Obamacare. I do not know if I will see an increase in my benefits with a reduction in my contribution. It should go that way, but I am always surprised at what is not covered, copays, and deductibles. I need a colonoscopy. I can't afford it.	May 21, 2013 2:43 PM
30	This survey asked the same questions, two or three times. This is disrespectful of use of time, from the Survey Taker.	May 20, 2013 12:06 PM
31	Personally, I'm uneasy about the whole re enrollment process. Many of us walk on egg shells when having to re enroll for the healthcare package every year, for fear some aimless individual enters data incorrectly, loses our enrollment materials--leaving us on the other end without benefits and with little recourse but panic at the point we find we're uninsured! There needs to be more of one-on-one completion and submission of the enrollment application process. Trusting the paperwork to the interoffice mail/courier service through to the handling of the paperwork on the final end is anxiety-producing.	May 20, 2013 8:39 AM
32	I tried Blue Shield Net Value and found it to be a very cheap program and as soon as I could I switched to Kaiser. Net Value made very few referrals mostly telling me to tough it out while Kaiser willingly provides.	May 19, 2013 11:09 PM
33	This is an interesting look at what the Union/Administration consider important. In-so-far as this Adjunct is concerned, until I can teach more than one class, in the SAME school, it is a waste of time.	May 19, 2013 10:27 PM
34	Again, I just don't see how this survey will be valuable without more specific responses. Aggregating data from those who choose from very different benefits, or who must pay large amounts or go without benefits and those whose benefits are automatic, is patently not right. For many questions the correct response for me was not a selection. My responses will	May 19, 2013 1:52 PM

Page 8, Q24. Thank you for your time in completing this valuable survey. LACCD will collate and analyze the results with a view to providing the best possible benefits program for its employees and retirees. Please feel free to add any additional comments in the box below, we look forward to understanding mor...

	not make sense in light of this.	
35	Online interface is a failure. I had to sign up for benefits in person. How can such a simple online questionnaire be so difficult for the district to achieve? Also, the dental plan is useless. We'd do better just putting our money in a savings account. \$1,000 max is nothing for major dental work.	May 18, 2013 6:17 PM
36	I feel that no money should be taken out of our pay for medical expenses, if LAUSD can do it, then so can we.	May 18, 2013 12:00 PM
37	Adjuncts are being ripped off. When the District pays for one person's basic health insurance about \$300, one still has to pay about \$300, if you are telling me that the true cost is \$600, that is an overinflated number. When I contacted the same insurance company and checked the rates online, purchasing the same insurance would be no more than \$400. Something is wrong here. Also, as stated, I would like to see some insurance offered in case faculty loses her/her job, is laid off, fired or the class is canceled. Many of us are not eligible for unemployment in many cases because we end up making more than \$1500 per month. Please see if there is some insurance offered. Keep up the good work Union!	May 17, 2013 10:37 PM
38	I feel the pharmacy plan with CVS is better than it was initially...but I am upset about the SSA IRMAA when I am "not in a public medicare plan" for retiree medigap coverage	May 17, 2013 7:47 PM
39	These questions in no way address the issues of adjuncts. What a worthless survey. It is always just about the fulltimers who are overpaid and greatly over-benefited considering what they do.	May 17, 2013 5:44 PM
40	It is sad that Adjunct benefits are so poor for individuals that have contributed so much over so many years of service.	May 17, 2013 4:39 PM
41	MUCH WORK NEEDED ON DENTAL PLANS. TRIED SAFEGUARD, AND THE DENTIST WAS TOTALLY INCOMPETENT, AND THOROUGHLY CROOKED. NOT SATISFIED WITH HER PAYMENTS FROM SAFEGUARD, SHE ALSO CHARGED MY ADDITIONAL DELTA INSURANCE ( PERSONAL COVERAGE, NOT THROUGH LACCD.) TRIED YOUR DELTA NEXT, AND WAS TOLD THAT THE MAXIMUM AMOUNT BENEFIT DEPENDED ON THE YEARS I WAS ENROLLED IN THE PLAN, NOT UPON THE #OF YEARS OF EMPLOYMENT.	May 17, 2013 4:29 PM

## **ADJUNCT FACULTY MEDICAL BENEFITS**

Prepared by: Phyllis Eckler [peckler@sbcglobal.net](mailto:peckler@sbcglobal.net)

Cell: (323)274-6741

Currently, eligible adjunct faculty receive a flat dollar amount of \$283/month (\$3,396/yr.), from the District, to subsidize their health insurance premiums. The rest is paid out of their monthly LACCD pay warrants. Below is how that benefit looks in comparison to average CalPERS plan premium costs:

<b>2016 AVERAGE MONTHLY DISTRICT PAID CalPERS MEDICAL PREMIUMS =</b>				
	<b>Avg. Employee Only Medical Premium</b>	<b>Avg. Employee +1 Medical Premium</b>	<b>Avg. Family Medical Premium</b>	<b>TOTAL ANNUAL COST TO THE DISTRICT</b>
Full-time Employees	\$563	\$1,127	\$1,465	<b>\$52,436,050</b> for Full-time Employees
Part-time Faculty	\$283	\$283	\$283	<b>\$1,026,000</b> for Adjunct Faculty

\*Found as "Board Paid Benefits" on paystub

It's important to note that in 2016, everyone is required, by federal law under the Affordable Care Act, to have health insurance. This year, the penalty, for those who do not comply, has risen steeply. This puts an undue hardship on our part-time faculty who currently must pay out-of-pocket for their medical insurance (if they don't have it from any other source).

Not all adjunct faculty use District benefits. Some adjunct faculty do not consistently reach the eligibility criteria of teaching 33% of a full-time load. Many have medical coverage from another employer, from a spouse, are retired on Medicare, or choose to shop for coverage elsewhere. However CalPERS plans give enrollees the best value for the money. There is no "silver bullet" that will make administering a plan easier or offer comparable coverage for a lesser amount.

**In addition, adjunct faculty do not receive the Health Reimbursement Allowance (HRA) benefit of \$1500/month that all other full-time employees receive. All out-of-pocket expenses are borne by the individual and his/her family.**

In October 2015, the JLMBC voted unanimously to *"improve adjunct District medical benefits"* as one of the goals for the 2015-16 year. The AFT1521 Faculty Guild also voted unanimously on May 17, 2016:

*"In the event the JLMBC's labor caucus opens the Master Benefits Agreement this year, the Guild will support an increase in the District contribution to adjunct faculty currently eligible for health benefits under the terms of the MBA, to be equal to the full single employee rate based on the average of the top five most utilized CalPERS medical plans."*

**The cost of this improvement of an additional \$283/month to pay for adjunct medical premiums (around \$1 million) is rather small compared with the annual HRA cost (around \$6 million) and of course, miniscule in comparison to what the District spends in total for employee medical insurance premiums (see above).**

# LACCD ADJUNCT MEDICAL BENEFIT ENROLLMENT TRENDS

Based on Post- CalPERS Eligibility

YEAR	# ENROLLED
2010	321
2011	304
2012	No data
2013	285
2014	329
2015	335
2016	302

**ADJUNCT FACULTY NEED INCREASE TO MEDICAL BENEFITS CONTRIBUTION**

**By Phyllis Eckler**

**Email: [peckler@sbcglobal.net](mailto:peckler@sbcglobal.net)**

**Cell: (323)274-6741**

Good afternoon, members of the Board of Trustees. Thank you for hearing my story today. My name is Phyllis Eckler and I am an associate adjunct professor of Kinesiology at LACC. I have been teaching at various colleges, in the L.A. Community College District, for over 20 years. I am quite involved in my campus. I present the Adjunct Orientation in the fall for new and returning adjunct faculty and am writing two new CTE Certificate programs for my department. I am here today to talk about the cost of medical insurance, for adjunct faculty.

Many adjuncts, like myself, are very involved in our campuses and do make a living teaching. I am in the District's CalPERS health benefits program. I appreciate the \$283/month that the District provides towards the cost of premiums for of me and my husband. Our coverage is excellent.

However, in addition to the District's annual contribution of around \$3,400... I am also paying \$11,000 a year... **out of my salary**. I am in the Anthem Blue Cross PPO Choice plan, as you may be. I know that being in CalPERS is a far better option than any open market version providing similar coverage – we all know that medical insurance is costly.... it is also legally required.

I have often heard **“Adjuncts don't work full-time so they shouldn't receive full benefits!”**

Ladies and Gentlemen of the Board of Trustees... with all due respect...none of you are full-time District employees... yet you have the option... of receiving full

coverage for you....and your family! The same goes for ALL employees in this Districts – even those who are working less than a full-time job. Adjuncts are not asking for FULL benefits....just the premium for ourselves ...as an individual employee...with the option to pay the full cost of any dependents.

**Another often heard issue is “if we give adjuncts more of a contribution toward their health care, then they will ALL enroll in our District plans and we will be overwhelmed with the cost.”**

Since CalPERS has been instituted, there have never been more than 340 adjunct faculty enrolled in the District’s plans (out of the, approximately, 1500, eligible).

Why is this? Well, many of our adjuncts have jobs elsewhere which provide benefits, or their spouses work provides coverage. Also many part-timers are retirees either on Medicare or receiving life-time benefits from a previous position. Some adjunct faculty prefer not to have to deal with the uncertainty of being in the District’s plans one semester but losing coverage when their teaching load is reduced. Finally, many of our part-timers do not qualify for District coverage because they either don’t teach enough or haven’t taught long enough. For all these reasons, the District will be NOT be overwhelmed with new adjunct enrollees.

I ask you to please take the blue folder I have prepared, which will give you data you should have. I will be contacting each of you in the coming weeks to see if you have questions.

Thank you!