

April 4, 2023

URGENT: INSURANCE CONCERN

Dear Colleagues,

United Faculty is alarmed over the recent email from Associate Vice Chancellor of Human Resources Julie Kossick demanding that “every **benefit eligible employee must**” schedule an interview with an outside third-party supplemental insurance vendor (American Fidelity) to verify dependent coverage eligibility. The District is threatening faculty with loss of dependent coverage on June 30, 2023 if they do not comply.

UF has asked AVC Kossick for answers to multiple questions concerning this District demand:

1. Why is this audit being forced on faculty at this time instead of waiting for open enrollment in a few months? Gov Code and CA Code of Regulations require dependent validation PRIOR to enrollment and then re-validation once every three years. Has HR been negligent with this legal responsibility?
2. Faculty who signed up new dependents during the last open-enrollment period of Sept. 19, 2022 through Oct. 14, 2022 have just provided this personal documentation to the District. Why are they now being ordered to submit the same private information to an outside third-party supplemental insurance vendor?
3. Faculty are protected under the CA Consumer Privacy Act, and an outside third-party supplemental insurance vendor does not have a "need-to-know" faculty private information. Who in the District decided that faculty and their families should be forced to disclose their private information under threat of losing their hard earned family medical coverage on June 30, 2023?
4. Cypress College just went through a huge ransomware attack and private information was hacked. Faculty have had to monitor their credit for the past year. Once again, why is the District forcing faculty Districtwide to give their families' personal information to an outside third-party supplemental insurance sales vendor?

AP 3722 District Data Security Standards for End Users

3.1.1 Level 1—Confidential: Confidential data is intended solely for use within the District and limited to those with a “business need-to-know.” These data must be secured and protected at all times and only authorized personnel may access such data.

We are waiting for answers from AVC Kossick, and I'll keep you posted.

In Unity,

Christie

Christie Diep
President, United Faculty