

UF Update: Dependent Coverage Amount and Winter Intersession

September 28, 2023

Dear Colleagues,

I want to provide you with important updates regarding a correction to the District's contribution amount for dependent coverage and some key information regarding winter intersession teaching.

Dependent Coverage Mathematical Error Correction

UF recently identified an error in the District's stated contribution amount for dependent coverage. We immediately alerted the District that they omitted the 6.56% COLA increase from the previous year before applying the current COLA increase of 8.22%. I'm happy to report that the District promptly rectified this mistake, and you will now see the accurate amount for dependent coverage:

+1 dependent coverage = \$9795.22 per year
+2 dependent coverage = \$15,671.88 per year

Please see the updated charts attached for your convenience.

Winter Intersession Teaching

As I reported previously, UF entered into an MOU (Memorandum of Understanding) with the District, ensuring that all full-time faculty teaching in the new winter intersession would receive compensation at the summer intersession rate including the 8.22% COLA increase.

As a reminder, UF does not negotiate an intersession calendar (summer and winter) per Ed Code Title 5, sec. 55701, which states: "The Academic Year does not include summer or other intersessions."

Please also note that CBA Article 4.2 only applies to the academic year (fall and spring); however, CBA Article 10 Intersession Assignments does provide for assignment and rotation rights and addresses compensation. I've attached Article 10 for your convenience.

Expressing Interest in Teaching Winter Intersession

If you are interested in teaching winter intersession, please be sure that you have completed and returned the interest form that should have been distributed to you by now, per Article 10.4.4. It's essential to note that you cannot be required to teach winter intersession, but if you would like to teach and have not yet received this form to make your request, please contact your dean right away.

Thank you as always for your support.

In Unity,

Christie

Christie Diep
President, United Faculty



2024 Monthly Health Benefit Rate Sheet

Plan Year: January 1, 2024 – December 31, 2024

Permanent, Benefit Eligible Employees

Region 2 – Other Southern CA Area

Orange County, Fresno County, Imperial County, Inyo County, Kern County, Kings County, Madera County, San Diego County, San Luis Obispo County, Santa Barbara County, Tulare County, and Ventura County

Not all plans are available in all areas – please refer to www.calpers.ca.gov for plan availability

Health premiums are based on the employee’s address filed with NOCCCD and with the CalPERS Health Benefits Division. Payroll deductions will be based on the number of regular checks received throughout the school year to cover a full 12 months of coverage. The premiums below do not include any dental, vision, and/or voluntary plans elected.

District Paid Dependent Care Medical Premium Contribution

Employee + 1 Dependent: $\$9,051.21 + 8.22\% = \text{not to exceed } \$9,795.22 \text{ annually} / \816.27 per month

Employee with 2+ Dependents: $\$14,481.50 + 8.22\% = \text{not to exceed } \$15,671.88 \text{ annually} / \$1,305.99 \text{ per month}$

	Monthly CalPERS Premium	Monthly Maximum District Contribution	Monthly Employee Premium
PERS Platinum PPO (Anthem)			
Employee Only	\$1,155.18	District Paid 100%	\$0.00
Employee +1 Dependent	\$1,155.18	\$816.27	\$338.91
Employee with 2+ Dependents	\$1,848.30	\$1,305.99	\$542.31
PERS Gold PPO (Anthem)			
Employee Only	\$802.00	District Paid 100%	\$0.00
Employee +1 Dependent	\$802.00	\$816.27	\$0.00
Employee with 2+ Dependents	\$1,283.19	\$1,305.99	\$0.00
Anthem Select HMO			
Employee Only	\$810.29	District Paid 100%	\$0.00
Employee +1 Dependent	\$810.29	\$816.27	\$0.00
Employee with 2+ Dependents	\$1,296.48	\$1,305.99	\$0.00
Anthem Traditional HMO			
Employee Only	\$1,037.69	District Paid 100%	\$0.00
Employee +1 Dependent	\$1,037.69	\$816.27	\$221.42
Employee with 2+ Dependents	\$1,660.31	\$1,305.99	\$354.32
Blue Shield Access+ HMO			
Employee Only	\$871.92	District Paid 100%	\$0.00
Employee +1 Dependent	\$871.92	\$816.27	\$55.65
Employee with 2+ Dependents	\$1,395.07	\$1,305.99	\$89.08
Blue Shield Trio HMO			
Employee Only	\$812.83	District Paid 100%	\$0.00
Employee +1 Dependent	\$812.83	\$816.27	\$0.00
Employee with 2+ Dependents	\$1,300.53	\$1,305.99	\$0.00
Health Net Salud Y Mas HMO			
Employee Only	\$686.96	District Paid 100%	\$0.00
Employee +1 Dependent	\$686.96	\$816.27	\$0.00
Employee with 2+ Dependents	\$1,099.14	\$1,305.99	\$0.00
Kaiser HMO			
Employee Only	\$907.85	District Paid 100%	\$0.00
Employee +1 Dependent	\$907.85	\$816.27	\$91.58
Employee with 2+ Dependents	\$1,452.55	\$1,305.99	\$146.56



2024 Monthly Health Benefit Rate Sheet

Plan Year: January 1, 2024 – December 31, 2024

Permanent, Benefit Eligible Employees

Region 3 – Los Angeles Area

Los Angeles, Riverside, and San Bernardino County

Not all plans are available in all areas – please refer to www.calpers.ca.gov for plan availability

Health premiums are based on the employee’s address filed with NOCCCD and with the CalPERS Health Benefits Division. Payroll deductions will be based on the number of regular checks received throughout the school year to cover a full 12 months of coverage. The premiums below do not include any dental, vision, and/or voluntary plans elected.

District Paid Dependent Care Medical Premium Contribution

Employee + 1 Dependent: $\$9,051.21 + 8.22\% = \text{not to exceed } \$9,795.22 \text{ annually} / \816.27 per month

Employee with 2+ Dependents: $\$14,481.50 + 8.22\% = \text{not to exceed } \$15,671.88 \text{ annually} / \$1,305.99 \text{ per month}$

	Monthly CalPERS Premium	Monthly Maximum District Contribution	Monthly Employee Premium
PERS Platinum PPO (Anthem)			
Employee Only	\$1,135.09	District Paid 100%	\$0.00
Employee +1 Dependent	\$1,135.09	\$816.27	\$318.82
Employee with 2+ Dependents	\$1,816.14	\$1,305.99	\$510.15
PERS Gold PPO (Anthem)			
Employee Only	\$787.79	District Paid 100%	\$0.00
Employee +1 Dependent	\$787.79	\$816.27	\$0.00
Employee with 2+ Dependents	\$1,260.47	\$1,305.99	\$0.00
Anthem Select HMO			
Employee Only	\$843.82	District Paid 100%	\$0.00
Employee +1 Dependent	\$843.82	\$816.27	\$27.55
Employee with 2+ Dependents	\$1,350.12	\$1,305.99	\$44.13
Anthem Traditional HMO			
Employee Only	\$1,015.91	District Paid 100%	\$0.00
Employee +1 Dependent	\$1,015.91	\$816.27	\$199.64
Employee with 2+ Dependents	\$1,625.45	\$1,305.99	\$319.46
Blue Shield Access+ HMO			
Employee Only	\$759.07	District Paid 100%	\$0.00
Employee +1 Dependent	\$759.07	\$816.27	\$0.00
Employee with 2+ Dependents	\$1,214.51	\$1,305.99	\$0.00
Blue Shield Trio HMO			
Employee Only	\$706.95	District Paid 100%	\$0.00
Employee +1 Dependent	\$706.95	\$816.27	\$0.00
Employee with 2+ Dependents	\$1,131.11	\$1,305.99	\$0.00
Health Net Salud Y Mas HMO			
Employee Only	\$632.15	District Paid 100%	\$0.00
Employee +1 Dependent	\$632.15	\$816.27	\$0.00
Employee with 2+ Dependents	\$1,011.44	\$1,305.99	\$0.00
Kaiser HMO			
Employee Only	\$868.18	District Paid 100%	\$0.00
Employee +1 Dependent	\$868.18	\$816.27	\$51.91
Employee with 2+ Dependents	\$1,389.09	\$1,305.99	\$83.10

ARTICLE 10

INTERSESSION ASSIGNMENTS

10.1 DEFINITION

"Intersession" as used in this Agreement means any period of time other than regular semesters/terms during which instruction is scheduled.

10.2 ASSUMPTION OF INTERSESSION ASSIGNMENTS

A Unit Member may assume, by mutual agreement, an assignment for any instructional period scheduled within an intersession.

10.3 MAXIMUM INTERSESSION ASSIGNMENT

The maximum assignment for Unit Members during an intersession is two (2) classes or ten (10) faculty units. Faculty may exceed the maximum with the approval of the Immediate Management Supervisor. When intersession periods are non-overlapping, the ten (10) unit or two (2) class restriction shall apply separately to each instructional period. Neither the number of units nor the number of classes from the first non-overlapping instructional period shall be added to the second when determining maximum allowable load.

10.4 SCHEDULING AND ROTATION

10.4.1 Unit Members shall be given first consideration for all intersession assignments in their departments/areas. An occasional exception may be granted, with department approval, to encourage an outstanding expert to teach a single course in an area of such person's expertise.

10.4.2 Intersession assignments shall be rotated on a one-intersession basis among qualified Unit Members in the department/area. In any department/area where a rotational system is not already established, it will commence on the basis of seniority, with the Unit Member having the most seniority being given the first right of class assignment. Subsequent to the first class assignment, no Unit Member shall receive an additional class assignment until the remaining class assignments have been offered to the other members of the department/area in rotation.

10.4.3 The rotational system for intersession assignments shall be separate from rotational systems established for overload and involuntary assignments.

10.4.4 Each year, the Immediate Management Supervisor shall distribute a form on which Unit Members may indicate the assignments they would be interested in assuming as an intersession assignment. Any such forms returned to the Immediate Management Supervisor shall serve as the basis for scheduling intersession assignments. If a Unit Member entitled by rotation to an intersession assignment declines the assignment or fails to respond, the assignment shall be offered to the next Unit Member in the rotation, until the assignment has been filled.

10.5 COMPENSATION

10.5.1 Unit Members who teach credit summer intersession assignments shall be compensated according to this Regular and Contract Faculty Summer Intersession Salary Teaching Schedule (Appendix D). Unit Members who teach other credit intersession assignments shall be compensated according to the Regular and Contract Faculty Overload Teaching Salary Schedule (Appendix B).

10.5.2 Unit Members who teach noncredit summer intersession assignments shall be compensated at the laboratory rate according to the Regular and Contract Faculty Summer Intersession Teaching Salary Schedule (Appendix D). Unit Members who teach other noncredit intersession assignments shall be compensated at the laboratory rate according to the Regular and Contract Faculty Overload Teaching Salary Schedule (Appendix B).