

GENERAL GUIDELINES
Part-Time Faculty Medical Benefits Program
Chancellor's Office – Pilot Program

The District and CHI are committed to improving the healthcare benefits available to part-time faculty working in the Long Beach Community College District. The District and CHI have negotiated access for individuals with a part-time faculty assignment with a 40 percent (.4 FTE credit) or greater to the District's medical insurance coverage under the Anthem Blue Cross Elements HMO – Part-Time Bronze Plan.

1. Eligibility for District contributions towards medical benefits:
 - Unit Members (dependents not eligible) whose LBCCD assignment equals or exceeds 40 percent of the cumulative equivalent of a minimum full-time teaching assignment per semester (as defined by Education Code, Section 87861) are eligible to receive a medical insurance benefits plan through the Anthem BC HMO Elements Bronze Plan.
 - Unit Members are not eligible to participate in the District's other fringe benefits, such as retiree medical insurance coverage, dental, vision and life insurance.
 - Unit Members whose premiums for health insurance are paid by another employer are not eligible to participate in the District program.
2. Unit Members meeting and maintaining the 40 percent FTE assignment eligibility per semester will be eligible to enroll and receive the Anthem BC Elements HMO Bronze Plan per primary semester (fall and spring.)
3. Certification forms must be submitted at the beginning of each new semester to verify FTE.
4. Multi-District Certification: qualifying Unit Members must submit a completed Certification form and provide certification from outside districts where FTE will be needed to qualify for the 40 percent threshold.
5. Unit Members who have enrolled in the District medical plan who become ineligible, will not receive District contributions towards medical benefits. If a Unit Member becomes ineligible a Consolidated Omnibus Budget Reconciliation Act (COBRA) notice will be provided by the Benefits office. The Unit Member will then be eligible to enroll in COBRA at their own expense according to the laws and regulations governing COBRA.

6. The District contribution has no cash value and can only be used to enroll in a medical insurance plan as offered by the District.
7. The Chancellor's Office Pilot Program is contingent upon state funding. If the State does not reimburse the healthcare costs for Unit Members, the benefit will no longer be provided.
8. Additional Information and forms can be found on the LBCC Benefits website:
<https://www.lbcc.edu/pod/benefits-forms-documents>