

The City University of New York



Office of the Vice Chancellor for Faculty and Staff Relations
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Adjunct

MEMORANDUM

September 18, 1986

TO: The Labor Designees
The Personnel Officers

FROM: Nick Schunke
Ken Deedy

SUBJECT: Adjunct Health Benefit (Article 26.5) - Revised

Attached are a series of revised questions and answers prepared by the Office of Faculty and Staff Relations regarding the implementation of the adjunct health benefit. These questions and answers reflect the revisions of the qualifying requirements. The new language of the Agreement appears on the next page.

The material is designed to establish precise criteria for eligibility for participation in the programs, establish standard benefit periods, and clarify the meaning of the terms used in section 26.5 of the Agreement, which creates the adjunct health benefit.

Please let me know if additional questions arise concerning the interpretation of section 26.5 of the Agreement or the method of implementation of the provision.

NS:jnw:mf
Attach.

Clint
Stanton

QUESTIONS AND ANSWERS: ^{Two} SIX SEMESTER ADJUNCT SERVICE REQUIREMENT

The term of the Agreement follows:

26.5 The University and the PSC agree to provide a health benefit, effective February 1, 1986, for qualified adjuncts through the establishment of a welfare fund benefit. The benefit shall be available only to those adjuncts who are teaching ~~six~~ or more hours (or the equivalent) in the semester and who have taught one or more courses at the same college for ~~six~~ consecutive semesters (not including Summer Sessions) and who are not covered by other primary health care insurance provided by or through another source.

An adjunct who has established eligibility for this health benefit shall lose eligibility if in any two out of three academic years the adjunct teaches in only one semester of the year at that college.

Please note that a distinction exists between the establishment of a qualifying period to gain eligibility for the benefit ("one or more courses at the same college for ~~six~~ consecutive semesters") and the entitlement to actually receive the benefit ("teaching six or more hours (or the equivalent)", and "not covered by other primary health care insurance...").

1. Q. What is meant by the term "adjunct" in section 26.5 of the Agreement?

A. An "adjunct" is any person in the titles adjunct lecturer, adjunct assistant professor, adjunct associate professor, or adjunct professor, who is paid from a tax-levy source.

2. Q. What is meant by the term "course" in section 26.5 of the Agreement?

A. A "course" is an academic offering that is credit-bearing (or, in the case of courses defined as "remedial," offered as a part of the department's approved academic program to degree students).

3. The following three questions concern service in the same college in capacities other than "adjunct". If the service is at the same college and the duties performed are comparable to those performed by members of the instructional staff, then the non-adjunct service will be bridged. Questions specifically covering three types of service follow:

3A. Q. When an adjunct interrupts service to serve in the same college for a semester or longer as a graduate fellow A or B or as a full-time substitute or in another position on the full-time instructional staff, how should the period of service be counted toward the six (6) semester service requirement?

A. If the full-time or substitute service is at the same college, then the graduate fellow, full-time or substitute service should be bridged. Qualifying service rendered prior to the graduate fellow, full-time or substitute service should be added to qualifying service rendered subsequent to graduate fellow, full-time or substitute service in determining eligibility.

3B. Q. When an adjunct interrupts service to serve for a semester in a position funded from a non-tax levy source, how should the period of service funded by the non-tax levy source be counted towards the six (6) semester requirement?

A. If the non-tax levy service is at the same college as the tax-levy service and the duties performed are professional duties, the non-tax levy service should be bridged. Qualifying service rendered prior to the non-tax levy service should be added to qualifying service rendered subsequent to non-tax levy service in determining eligibility for the health benefit.

3C. Q. If an adjunct serves for a semester as a non-teaching adjunct (60% rate) shall that service count, be bridged, or break service toward the six (6) semester requirement?

A. If the service as a non-teaching adjunct is at the same college, the non-teaching adjunct service should be bridged. Qualifying service rendered prior to the non-teaching adjunct service should be added to qualifying service rendered subsequent to non-teaching adjunct service in determining eligibility for the health benefit.

4. Q. If an adjunct serves for a semester as a continuing education teacher, or in an EOC, or at another college, how shall that service be treated?

A. Such service shall break the service required to establish eligibility for the health benefit because such service is not in the same College. Such service performed at the same college would bridge service.

5. Q. If an adjunct serves for a semester in a title on the non-instructional staff, how shall that service be treated?

A. Such service shall break the service required to establish eligibility for the health benefit.

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✓ LaGuardia Community College - Questions

8A. Q. At LaGuardia Community College, how shall the fall, winter, and spring quarters each be counted toward fulfilling the six (6) semester requirement?

A. The fall, winter, and spring Quarters, but not the summer quarter, shall each be eligible to be counted as a semester toward fulfilling the "six (6) semester" requirement. However, an adjunct may not accumulate more than two "semesters" credit during an academic year. If an adjunct serves for fewer than two quarters during an academic year, service shall be broken.

8B. Q. Over what period shall health coverage be provided at LaGuardia Community College?

A. An adjunct who teaches six (6) or more hours in two out of the three quarters (fall, winter, spring), or who teaches six (6) or more hours in the spring quarter, shall have coverage provided during the months of July and August provided the adjunct has not received a notice of non-reappointment for the succeeding fall term.

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✓ An adjunct who teaches six (6) hours or more in the fall term and six (6) or more hours in the winter term shall have coverage for the spring term.

✓ || An adjunct who teaches six (6) hours or more in the winter term and six (6) or more hours in the spring term shall have coverage for the succeeding fall term.

8C. Q. Under what circumstances will an adjunct at LaGuardia Community College lose eligibility?

A. An adjunct at LaGuardia Community College will lose eligibility if in any three academic year period the adjunct teaches fewer than 7 quarters (fall, winter and spring).