

Lecturers: Should You Have Benefits?

Many Lecturers who work part time are unsure about their benefit status and whether they should have insurance. Here is a quick description of getting and keeping benefits.

Part 1: Getting Benefits

At the time of hire, you will be in one of four tiers. Each of these is based on the length of your service, your appointment percentage, and your academic title. These should all be found in your appointment letter. (Note that BELI 2 never applies to Lecturers).

Top benefits (BELI 1):

If you are hired for a one-year appointment, at 50% appointment percentage or higher, you have top benefits, with health, vision, and dental insurances, with options on legal and supplemental disability, and a pension. You should have the title Lecturer-AY (Academic Year).

Mid benefits (BELI 3):

If you are hired for 100% for one term (quarter or semester), but not for an entire year, you have middle benefits—just a normal health insurance plan, but no vision, dental, or retirement. You should have the title Lecturer-AY 1/9 or Lecturer-AY 1/10.

Low benefits (BELI 4):

If you are hired with a 44% appointment or higher for at least 3 months, you are eligible for CORE insurance, the basic health insurance plan. For example, someone on a quarter campus who is hired to teach four classes (out of nine classes for full time), either during two quarters or three quarters, would get this level, as would someone hired to teach two classes in Fall Semester at Berkeley, Merced, or one of the law schools.

No benefits (BELI 5):

If you are hired for 42% or less, which usually means you are teaching one class per term, you are not eligible for any benefits.

Check your appointment letter for the details, If you think you should be getting benefits, contact your local representatives immediately.

However, note that your employment can change. If your appointment is extended to a subsequent term(s), you can work your way into top benefits. For example, if at UC Irvine, someone is hired to teach two courses in the Fall, that person has low benefits, but if she gets two courses in Winter, and another in Spring, by the end of the year she will have top benefits. However, these top benefits will only begin late in Spring Quarter. Likewise, a Lecturer at Merced who teaches one class in Fall, and then is assigned to teach two classes in Spring, will go from no benefits at the start of Fall, to top benefits at the end of the year. Furthermore, both Lecturers will have benefits if they are re-employed at the start of the next academic year.

Initial Eligibility Chart—Semester Campus

Full Benefits	Mid Benefits	Low Benefits	No Benefits
Three or more classes across both semesters.	Three classes in one semester.	Two classes in one semester.	One class in one semester.
			Two classes across both semesters.

Initial Eligibility Chart—Quarter Campus or Department Where Full Time Equals Eight Classes

Full Benefits	Mid Benefits	Low Benefits	No Benefits
Four or more classes across all three quarters.	Normally not possible.	Two classes in one quarter	One class in one quarter.
	Two courses plus extra work in one quarter.	Three classes across two consecutive quarters.	Two classes in two consecutive quarters.
			Three classes across all three quarters.

Initial Eligibility Chart—Quarter Campus Where Full Time Equals Nine Classes

Full Benefits	Mid Benefits	Low Benefits	No Benefits
Five or more classes across all three quarters.	Three classes in one quarter.	Two classes in one quarter.	One class in one quarter.
		Three or four classes across two consecutive quarters.	Two classes across two consecutive quarters.
		Four classes across all three quarters.	Three classes across all three quarters.

For a rule of thumb, compare your assigned teaching load to the appropriate chart. If you think you should be getting benefits, contact your local representatives immediately.

Part 2: Keeping Benefits

If you have benefits in Fall term, the University must check your appointment percentage for the previous twelve months to see if you qualify for continued coverage. Normally, the summer months do not count. If your actual hours worked equal 44% of full time, you will be eligible for benefits during the next calendar year, regardless of your appointment percentage. Sometimes you can fall out of top benefits over the summer, but after summer break you should always be eligible for CORE benefits, as long as you worked Winter Quarter or Spring Semester.

If you ever get a notice that your benefits are being reduced or ended, contact your local representatives immediately.