



Caltech: Prioritize Our Health



*Brought to you by Caltech for Affordable Healthcare (CAH),
an autonomous campaign of the GSC Healthcare Committee*

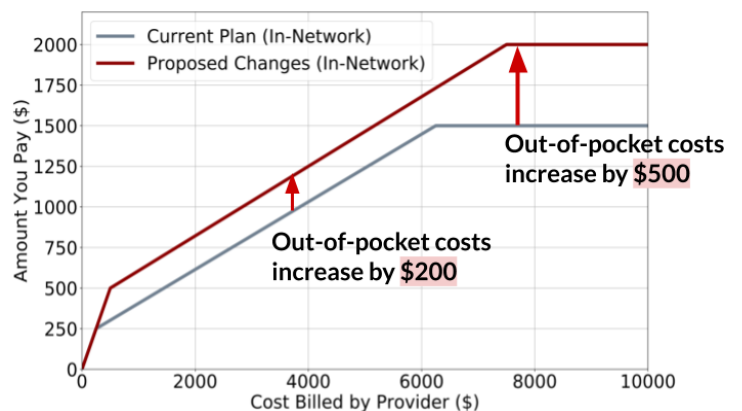
Cuts to Our Benefits Are Imminent

Significant cuts to Caltech student health benefits, in the form of increased out-of-pocket costs in our insurance plan, have been proposed to take effect in September 2020. During negotiations early this year, our current insurer – United HealthCare Student Resources (UHCSR) – informed Caltech that it would increase the health insurance premium charged to the Institute by \$502 per student to keep the current benefits. In an attempt to reduce this premium increase, the Institute asked the insurer for quotes for alternative plans with reduced benefits. These quotes were presented to the Faculty’s Standing Health Committee, the group responsible for recommending changes to graduate student healthcare, in March of this year.

As we will discuss in this petition, students at Caltech are struggling to access healthcare due to cost. With the ongoing COVID-19 pandemic, many students are facing further financial hardship in order to treat personal physical/mental health issues worsened by COVID-19, support unemployed family members at risk of eviction and homelessness, care for ill family, and compensate for suspended childcare services. Meanwhile, the Faculty’s Standing Health Committee, despite substantial objections raised by a graduate student representative, made recommendations to the administration to significantly reduce our benefits. Without putting the proposed changes to a vote, they recommended the following cuts for the 2020-21 academic year:

1. Increase our **deductible** from \$250/\$500 to **\$500/\$1000** (in-network/out-of-network)
2. Increase our annual **out-of-pocket maximum** from \$1500/\$5000 to **\$2000/\$5500** (in-network/out-of-network)
3. Increase **copays** for physician and mental health visits from \$15 to **\$25**

Despite these proposed cuts, UHCSR would still raise the premium charged to the Institute by about **\$400 per student**. Administrators have not announced how much of the increase is to be paid by the Institute, which currently covers 80% of the premium and passes 20% through to graduate students. However, given that the administration *decreased* the percentage of the premium that they subsidize in the 2019-20 academic year, we expect that Caltech will make graduate students shoulder some of the cost hike. **All in all, we estimate that the added cost to the Institute to cover any increase to the graduate student premium contribution while keeping the current benefits of the 2019-20 policy is less than \$300,000.**



(Assuming a simplified model of no co-pays, and 80% co-insurance)

Data Show Students Struggle to Access Healthcare

In recent years, Caltech graduate students have experienced a disturbing trend of increasingly unaffordable healthcare costs. In the spring of 2019, the Graduate Student Council (GSC) conducted a Quality of Life survey, which was completed by 655 graduate students (54.6% response rate¹). Of the survey respondents, 28.8% spent over \$500 and 15% spent over \$1000 in out-of-pocket health expenses for 2018. Even more dismayingly, **35% of respondents either sometimes or often stopped themselves from seeking medical treatment they felt was necessary due to the expected cost.** The data further show that women are disproportionately impacted by high out-of-pocket costs and an inability to access care due to cost. **Indeed, large portions of our community depend on regular use of our healthcare plan, and for many of us, this plan is too expensive.**

The same survey revealed that 61.6% of students have used off-campus health services, with the vast majority of these respondents citing as the reason “needed services not offered [on campus].” Seeking care off-campus opens students up to incurring the out-of-pocket costs stipulated by our insurance policy, which are particularly high for out-of-network providers. In light of this information, and **given that over 29.9% of survey respondents had a chronic health condition (which may require out-of-network specialist care) during their time at Caltech, our community cannot afford any cuts to our health benefits.**

Despite the inadequacies of our health benefits, administrators cut our benefits for the 2019-2020 academic year. The portion of insurance premiums paid by graduate students increased by \$90 at the same time that our in-network deductible increased from \$150 to \$250. For the 2020-2021 academic year, the administration is proposing even deeper compounded cuts.

Caltech: Support Your Workers By Rejecting Cuts

During this crisis, Caltech must prioritize the health of its *entire* community, including students, staff, postdocs and faculty. In recent weeks, Caltech has imposed harsh austerity measures, including a salary freeze for all faculty/staff, a hiring slowdown, and declining to grant systematic extensions to postdoc appointments ending in the near future. Administrators have similarly framed the healthcare cuts as a response to “the costs of health care that have been escalating throughout society”². While we recognize the broader economic downturn and rising U.S. healthcare costs, **Caltech – with its vast overhead revenues and over \$2 billion endowment – is far better positioned to absorb these costs than its graduate students and other employees.**

When so many members of our community are scared for their health and financial stability, the looming cuts threaten to impose a significant burden on students who need healthcare, particularly graduate student-parents, students without savings or a family safety-net, and the many graduate students with a chronic illness. **In the days and weeks ahead, we are eager to work in solidarity with students, staff, postdocs, and faculty to ensure that Caltech prioritizes the people who comprise its community in its future financial plans.**

The Solutions Offered Are Inadequate

In response to concerns raised by graduate students, administrators sent out a student-wide email assuring us that we “have a good health insurance plan.”³ The email further suggested that the planned Fall 2020 stipend

¹ 2019 Graduate Student Council Quality of Life [Survey Report](#)

² E-mail sent by Doug Rees (Dean of Graduate Studies) to the graduate students on April 2nd

³ Ibid.

increase along with an unspecified increase in the Dependent Healthcare Supplement for student-parents would cover healthcare-related costs. **By only discussing the premium increase, this email failed to mention the steep increase in out-of-pocket maximums, co-payments, and deductibles that result from downgrades to the policy – hurting students who need healthcare the most. Moreover, the email misstated the purpose of the stipend increase. The GSC advocated for this increase based on the rising cost of housing in Pasadena and last year’s 2019-2020 healthcare costs. The increase was not meant to defray these new healthcare costs (2020-2021)⁴.** Similarly, while we welcome an increased Dependent Health Care Supplement, we are concerned that administrators have not specified the size of the planned increase and that the current supplement of \$120 per month only covers 52.8% of the healthcare premium for a dependent. The email further claimed that our premiums are “significantly subsidized by the institute.” The reality is that Caltech covers only 80% of the premium cost, *below* the national average for the share of insurance premiums paid by industry employers⁵, and notably less than the 100% premium coverage offered by graduate programs at many peer institutions across the country.

The remedy offered by administrators for students with acute medical costs is to apply for funding from the Caltech Emergency Fund. **Unfortunately, the Emergency Fund, which is already strained by increased need due to COVID-19, is not a substitute for high-quality, affordable health insurance.** Not only does applying for Emergency Fund money require students to share private medical details with Caltech deans, but the decision of whether funding will be approved is ultimately uncertain, exacerbating the mental and financial burden of students with healthcare needs. We are not healthy if one-third of our community avoids medical treatment because of costs – costs that the Institute is in a much more powerful position to absorb than are students.

Graduate Students Seek Transparency and Representation

As graduate student workers, we deserve to be empowered in making decisions that impact our wellbeing. The existing healthcare negotiation process is opaque, with almost nonexistent student input. **The Faculty’s Standing Health Committee, of which graduate students are a small fraction, has merely an advisory role, and decisions on student healthcare are ultimately made behind closed doors with no input from students.** This committee does not publicize its meeting minutes, and student representatives are discouraged from sharing or discussing proposed changes with their peers. It was only due to prompt, last-minute advocacy that graduate students learned of the proposed cuts to our benefits. Concerned students submitted nearly 90 healthcare-related questions during the April 2nd COVID-19 Town Hall organized by the GSC. During the town hall, Caltech administrators ignored the majority of the healthcare-related questions, including several heartbreaking accounts describing how these insurance cuts will severely hurt students. We view the level of student involvement and input in the process to be seriously inadequate.

Join Us in Protecting Our Health

Our mission is to protect the health of our community. Whether or not we are personally impacted by health insurance cuts, we have united to support those of us who are struggling. To ensure that this petition reflects the will of graduate students, we solicited broad student input at every stage. We first collected over 80 stories from graduate students about their experiences with their health insurance. Reflecting the GSC survey results, many stories highlight the inadequacy of mental healthcare and physical therapy under our current plan, the burden of out-of-pocket costs, and students being unable to access healthcare due to cost. The need for medical care is even

⁴ Section 3.5 of the 2019 GSC Advocacy Committee [Survey Report](#)

⁵ The average U.S. employer covers 82% of single coverage, according to Kaiser Family Foundation in 2018.

more urgent in the wake of COVID-19, and graduate students forgoing treatment pose a public health hazard to the entire community. As such, we aim to work with the Caltech community – students, postdocs, staff, and faculty – to ensure that our collective wellbeing is prioritized by the Institute.

Based on students' stories and on our analysis, CAH drafted demands and hosted a town hall on April 14th to discuss the draft, which was attended by nearly 80 students. Despite numerous invitations to administrators to participate in our town hall, they all refused, saying that they had no new information to share until after the cuts have been finalized with the insurer. After our town hall, we sent a survey asking for input on each petition item to the graduate student body. In just a few days, we received over 260 responses, with overwhelming majority approval for all items and many comments which helped us improve the demands. We have a clear mandate to bring these petition items to the administration and demand action. **The Caltech for Affordable Healthcare campaign is here to reject these cuts to our health insurance benefits during a deadly global pandemic and advocate for graduate student participation in decision-making about our healthcare. We deserve better.**

We Collectively Demand that Caltech

Prioritize the Health of Its Community During a Global Pandemic

- I. **Select a student health insurance plan for 2020-2021 that does not cut benefits** in any of the following ways as compared to the current plan:
 - Increases deductibles, co-payments, out-of-pocket maximums or co-insurance,
 - Decreases the number of covered mental health visits with waived co-payments,
 - Or reduces covered services or reduces benefits in any other way.
- II. **Pay the entire cost of any resulting premium *increase* determined by the insurer for the 2020-21 academic year**; do not pass through any more than the current amount of \$546 to graduate students.
- III. **Increase the Dependent Health Care Supplement by an amount that absorbs the entire premium *increase* determined by the insurer for the 2020-21 academic year.**

Ensure Transparency & Representation in Student Healthcare Decisions

- I. Before the Faculty's Standing Health Committee convenes, **inform the student body of proposed policy changes and bids from alternative insurance companies and open a comment period.**
- II. **Require that a majority of the Faculty's Standing Health Committee vote to approve** decisions about the student health insurance plan before it makes its recommendation.
- III. Submit the annual recommendation of the Faculty's Standing Health Committee on the content of the next year's student health insurance policy to **the newly-formed GSC Healthcare Committee for approval by a vote** before it is presented to the administration.
- IV. **Publicize** the Faculty's Standing Health Committee meeting **minutes and recommendations** relevant to graduate students among the graduate student body.
- V. Provide the Faculty's Standing Health Committee with a **cost study** – conducted by the appropriate offices – of any healthcare changes to both Institute and graduate student finances before it makes a recommendation.

This Petition is Supported by the Following Campus Groups

**Graduate Student Council (GSC)
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**Caltech Postdoctoral Association Board
(CPA-Board)**

Women in Neuroscience (WiN)

Graduate Student Parents

**Caltech Towards a More Inclusive Astronomy
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**Black Scientists and Engineers of Caltech
(BSEC)**

**Students of the Black Ladies Association of
Caltech (BLAC)**

**Graduate Student Council (GSC)
Advocacy Committee**

**Women in Physics, Math and Astronomy
(WiPMA)**

**Women in Biology and Biological Engineering
(WiBBE)**

**Women in Geological and Planetary Sciences
(WinG)**

Socialists of Caltech (SoC)

**Physics, Math and Astronomy Student
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**SOPS Officers (Society of Professional
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Department**

**Graduate Women in Computing and
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**Graduate Student Council (GSC)
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Caltech Feminist Club

Caltech Cervantes Club

Women in Chemistry (WiC)

**Chemistry Graduate Studies Committee
(CGSC) Student Representatives**

Caltech Letters Committee

**Electrical Engineering Local Students
Committee (EE LSC)**

Caltech Sovereignty Club

We the undersigned call on Caltech to act on this petition.

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