

Initiative A1 *If regular faculty members take a 1% reduction to the annual salary schedule to provide ongoing funding for the Adjunct Medical Benefits Program, then hourly faculty salaries should be reduced by 1%. This 1% reduction would be over and above the current 0.565% reduction.*
A. Yes B. No

Initiative R4 *If adjunct faculty members take a 1% reduction to the hourly salary schedules to provide ongoing funding for the Adjunct Medical Benefits Program, regular faculty annual salaries should be reduced by 1%. This 1% reduction would be over and above the current 0.565% reduction.*
A. Yes B. No

Background:

The District began the Adjunct Medical Benefit Program (AMBP) in Fall 2000. The program resulted from legislative action that set aside \$1 million each year in state categorical program funds to pay the cost of medical benefit premiums for part-time instructors in the state's community colleges. Participating faculty members are required to maintain a 40% load average over an academic year (summer included) and pay 50% of their medical premium to the District. Adjunct faculty members are offered a choice between two District-sponsored group plans

The intent of the legislation was that districts would apply to the state for reimbursement of the remaining 50% of the premium, the portion not paid for by the faculty member. In the first year of the program, the \$1 million was sufficient to reimburse the participating districts almost the full 50%. However, over the years, as participation has increased along with premium costs, the state has responded by decreasing the level of reimbursement to all districts. Before this year's budget reduction, the state was returning approximately 13 cents on the dollar to SRJC. Funding of this categorical program was further cut during the current budget crisis to approximately eight cents on the dollar.

Over each semester of the past nine years, approximately 200 SRJC adjunct faculty members, and their dependents, have participated in the program. Last year the District tightened the eligibility criteria, while remaining in compliance with the broader guidelines set by the state.

The total annual cost of the program is approximately \$1.1 million, with half of that revenue coming from the participating faculty. The District has maintained adherence to the original negotiated agreement about the program (i.e. there would be no cost to the District other than administrative overhead costs). The Board of Trustees has refused to fund any portion of the AMBP premiums on an ongoing basis, and there has been no shift in this position over the last several years. In order to maintain the program in the face of steadily decreasing state reimbursement levels and dramatically increasing medical benefit costs, each year AFA has negotiated with the District to redirect funds from other sources (including the Adjunct Faculty District Activities Fund, the Sabbatical Leave Program, and COLA). These alternatives are now exhausted.

The issue

The initiatives A-1 and R-4 offer a means to sustain the AMBP on an ongoing basis. Eventual changes in medical benefits program costs could change the actual rates in the future.

If regular faculty members wish to express a desire to maintain the AMBP by agreeing to this salary reduction, they should vote "Yes" on Initiative R4. Likewise, if adjunct faculty members wish to express a desire to maintain the AMBP by agreeing to this salary reduction, they should vote "Yes" on A1. If a majority of voters approve both Initiatives A1 and R4, then the AFA Executive Council will direct the AFA Negotiating Team to negotiate no more than a 1% reduction in both the regular and hourly faculty salary schedules, in order to maintain the AMBP.

Initiatives R4 and A1, if approved, would sustain the AMBP on an ongoing basis by permanently reducing regular and adjunct salaries equally by 1%. If either R4 or A1 are not approved, then the adjunct faculty will be asked the following question in a separate referendum within two weeks:

To provide funding for the Adjunct Medical Benefits Program, hourly faculty salaries should be reduced by no more than 2%. This 2% reduction would be over and above the current 0.565% reduction and whatever reduction from state categorical cuts is applied.

A. Yes B. No

If the adjunct faculty does not vote to take a 2% salary reduction, then the District will most likely eliminate the AMBP, effective October 2010.

References

www.santarosa.edu/afa/Contract/Articles/art10.pdf

www.santarosa.edu/afa/Contract/MOU/mou_10_benefits.pdf

Discussion

Read the comments of your colleagues at www.santarosa.edu/afa/Fa09Referendum.shtml .

You may contribute to this discussion by emailing your comments to afa@santarosa.edu using your College email and *SUBJECT: Referendum*

For Initiative A1 and R4

If A1 and R4 are approved:

This option provides for a 1% reduction in regular and hourly faculty salaries. Below are the dollar amounts for a 1% reduction for each step and class in all salary schedules.

1% Reduction on Annual Contract Salary

1% Reduction on All Hourly Salary Schedules

Annual Salary Reduction					Hourly Salary Reductions (in dollars)															
ANNUAL CONTRACT SALARY					BASE HOURLY				LECTURE HOURLY				LAB HOURLY							
STEP	Class A	Class B	Class C	Class D	A	B	C	D	A	B	C	D	A	B	C	D				
1	\$557	\$591	\$626	\$639	1	0.39	0.42	0.44	0.45	1	0.80	0.84	0.89	0.91	1	0.58	0.61	0.65	0.66	
2	\$577	\$611	\$648	\$661	2	0.41	0.43	0.46	0.47	2	0.82	0.87	0.92	0.94	2	0.60	0.63	0.67	0.68	
3	\$596	\$632	\$670	\$683	3	0.42	0.45	0.47	0.48	3	0.85	0.90	0.96	0.97	3	0.62	0.65	0.69	0.71	
4	\$616	\$653	\$692	\$706	4	0.43	0.46	0.49	0.50	4	0.88	0.93	0.99	1.01	4	0.64	0.68	0.72	0.73	
5	\$635	\$673	\$714	\$728	5	0.45	0.48	0.50	0.51	5	0.91	0.96	1.02	1.04	5	0.66	0.70	0.74	0.75	
6	\$654	\$694	\$735	\$750	6	0.46	0.49	0.52	0.53	6	0.93	0.99	1.05	1.07	6	0.68	0.72	0.76	0.78	
7	\$674	\$714	\$757	\$772	7	0.48	0.50	0.53	0.55	7	0.96	1.02	1.08	1.10	7	0.70	0.74	0.78	0.80	
8	\$693	\$735	\$779	\$795	8	0.49	0.52	0.55	0.56	8	0.99	1.05	1.11	1.13	8	0.72	0.76	0.81	0.82	
9	\$713	\$755	\$801	\$817	9	0.50	0.53	0.57	0.58	9	1.02	1.08	1.14	1.17	9	0.74	0.78	0.83	0.84	
10	\$732	\$776	\$823	\$839	NON-CREDIT HOURLY				CDCP HOURLY											
11	\$751	\$797	\$844	\$861	A	B	C	D	A	B	C	D								
12	\$771	\$817	\$866	\$883	1	0.54	0.58	0.61	0.62	1	0.61	0.64	0.68	0.70						
13	\$790	\$838	\$888	\$906	2	0.56	0.60	0.63	0.64	2	0.63	0.67	0.71	0.72						
14	\$810	\$858	\$910	\$928	3	0.58	0.62	0.65	0.67	3	0.65	0.69	0.73	0.74						
15	\$829	\$879	\$931	\$950	4	0.60	0.64	0.67	0.69	4	0.67	0.71	0.75	0.77						
16	\$848	\$899	\$953	\$972	5	0.62	0.66	0.70	0.71	5	0.69	0.73	0.78	0.79						
PG20	\$872	\$924	\$980	\$999	6	0.64	0.68	0.72	0.73	6	0.71	0.76	0.80	0.82						
PG24		\$949	\$1,006	\$1,026	7	0.66	0.70	0.74	0.75	7	0.73	0.78	0.82	0.84						
PG28			\$1,032	\$1,053	8	0.68	0.72	0.76	0.77	8	0.75	0.80	0.85	0.87						

If the above option is not approved and the subsequent referendum is approved:

This option provides for a 2 % reduction in hourly faculty salary and no reduction in regular faculty salary. Below are the dollar amounts for a 2% reduction for each step and class in all hourly schedules.

0% Reduction on Annual Contract Salary Schedule;

2% Reduction on all Hourly Salary Schedules (in dollars)

ANNUAL CONTRACT SALARY					BASE HOURLY				LECTURE HOURLY				LAB HOURLY						
STEP	Class A	Class B	Class C	Class D	A	B	C	D	A	B	C	D	A	B	C	D			
1	\$0	\$0	\$0	\$0	1	0.79	0.83	0.88	0.90	1	1.59	1.69	1.79	1.82	1	1.15	1.22	1.30	1.32
2	\$0	\$0	\$0	\$0	2	0.81	0.86	0.92	0.93	2	1.65	1.74	1.85	1.89	2	1.19	1.27	1.34	1.37
3	\$0	\$0	\$0	\$0	3	0.84	0.89	0.95	0.97	3	1.70	1.80	1.91	1.95	3	1.23	1.31	1.39	1.41
4	\$0	\$0	\$0	\$0	4	0.87	0.92	0.98	1.00	4	1.76	1.86	1.97	2.01	4	1.27	1.35	1.43	1.46
5	\$0	\$0	\$0	\$0	5	0.90	0.95	1.01	1.03	5	1.81	1.92	2.04	2.08	5	1.31	1.39	1.48	1.51
6	\$0	\$0	\$0	\$0	6	0.92	0.98	1.04	1.06	6	1.87	1.98	2.10	2.14	6	1.35	1.44	1.52	1.55
7	\$0	\$0	\$0	\$0	7	0.95	1.01	1.07	1.09	7	1.92	2.04	2.16	2.20	7	1.39	1.48	1.57	1.60
8	\$0	\$0	\$0	\$0	8	0.98	1.04	1.10	1.12	8	1.98	2.10	2.22	2.27	8	1.43	1.52	1.61	1.64
9	\$0	\$0	\$0	\$0	9	1.01	1.07	1.13	1.15	9	2.03	2.16	2.28	2.33	9	1.47	1.56	1.66	1.69
10	\$0	\$0	\$0	\$0	NON-CREDIT HOURLY				CDCP HOURLY										
11	\$0	\$0	\$0	\$0	A	B	C	D	A	B	C	D							
12	\$0	\$0	\$0	\$0	1	1.09	1.15	1.22	1.25	1	1.21	1.29	1.36	1.39					
13	\$0	\$0	\$0	\$0	2	1.12	1.19	1.26	1.29	2	1.26	1.33	1.41	1.44					
14	\$0	\$0	\$0	\$0	3	1.16	1.23	1.31	1.33	3	1.30	1.38	1.46	1.49					
15	\$0	\$0	\$0	\$0	4	1.20	1.27	1.35	1.38	4	1.34	1.42	1.51	1.54					
16	\$0	\$0	\$0	\$0	5	1.24	1.31	1.39	1.42	5	1.38	1.47	1.55	1.59					
PG20	\$0	\$0	\$0	\$0	6	1.28	1.35	1.43	1.46	6	1.43	1.51	1.60	1.63					
PG24		\$0	\$0	\$0	7	1.31	1.39	1.48	1.51	7	1.47	1.56	1.65	1.68					
PG28			\$0	\$0	8	1.35	1.43	1.52	1.55	8	1.51	1.60	1.70	1.73					
					9	1.39	1.47	1.56	1.59	9	1.55	1.65	1.74	1.78					

If neither of the two above options are approved:

This provision provides for no reduction in any faculty salary.