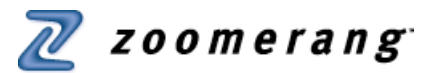


AFA HEALTH AND WELFARE BENEFITS SURVEY

Spring 2010

Results Overview



Date: 5/7/2010 10:42 AM PST
 Responses: Completes
 Filter: No filter applied

8. Other comments:

#	Response
1	The current plan is incredibly generous. Many people pay much more for their plans and have big deductibles that come with their plans. Welcome to the reality of our state's economic woes.
2	As adjunct, I have been disappointed by the administration's and regular faculty's lack of support, and I have little hope of change. It's clear how the institution thinks, and I hope not to be a part of it in the near future.
3	I would probably strongly support the cost savings proposal if I knew the proposed Kaiser plan deductible change. Will you send that information as soon as Kaiser releases it? If it's a high deductible, I won't be able to afford it. On the other hand, I would rather have a district health benefit plan even with a deductible than no health plan! Thanks for representing the adjuncts to the best of your ability on this serious matter.
4	Adjunct faculty have already taken a huge hit to help fund the health insurance. Asking the full time faculty to contribute is the right thing to do.
5	As adjunct faculty, ineligible for any health benefits due to some coverage from my partner's employer, I strongly support having my full-time colleagues make a more meaningful contribution to necessary spending reductions. Since full-time faculty have taken the smallest salary reduction of any contingent on the campus, this seems eminently reasonable to me.
6	I am not in the District health plan, so I do not feel I have enough information to oppose or support Proposal #1.
7	since I don't qualify for health insurance due to budget cuts in class time, I feel I must remain neutral on the subject
8	250.00 deductibles on meds plus an unknown deductible before plan benefits accrue makes this a terrible choice. For me, absorbing the 16% rise in monthly plan cost seems more efficient.
9	From semester to semester I never know if I qualify for benefits. It makes it impossible to discontinue my current self payer plan since I have preexisting conditions that would make it impossible to get back into a plan,
10	I get no health benefits whatsoever from either district where I teach. This is because I'm on Medicare and I pay out of pocket for a Senior Advantage Plan at Kaiser. It appears that if I signed up for the Kaiser plan at SRJC or at the other college where I teach, I would actually be paying more for Senior advantage. This is absurd. Given the fact that I'm getting NOTHING, I'm voting here strictly out of my own interest. I've had a \$400 per month salary cut this semester. If money can be saved by reducing some benefits from the SRJC health care plan, I'm all for it. That's not exactly public-spirited but sorry -- NO-ONE is looking out for my interests so I'm forced to. I'm furious about SRJC's current unfair treatment of part-timers & will quit at whatever moment I can find another job.
11	I don't benefit from the health care plan as I purchase it from Blue Shield. I think you should go back to giving the adjuncts the amount that they would receive if they used the JC plan so that they could use this amount to purchase their own plans
12	As an adjunct, I have already taken a \$200 per month pay cut, with more to come this Summer. I frankly can not afford to trust AFA to negotiate the best scenario for me.
13	The Kaiser Deductible issue is unclear
14	I would support proposal #1 IF it is temporary. That is, it would be in place for 1 or 2 years and the district agrees that the previous plan comes back at that point. If the district is still having financial difficulties at that time they would have to re-negotiate this proposal with the union.
15	If the costs continue to go up I will no longer be able to afford to have insurance. Since my course load has been reduced, I can no longer meet my family's basic needs as it is. I will need to drop my health coverage.
16	I have been an adjunct since 1993, came in with my own benefits and am now stuck unfairly having to lose from my salary to pay for other adjuncts here without insurance. This change in my employment is totally unfair, especially when full time faculty got away without having to pay a dime. This is not about sharing. It was a very nasty, calculated maneuver by the fat cats. I do not believe any employee should have to give up their salary for a part-timer.
17	Depends on the plan deductible.
18	Eliminate adjunct health benefits altogether.
19	how can every member paying a deductible of \$250 only result in a \$40k savings? Also, you SISC plan is way more expensive to SRJC than Health Net which has far better coverage. You should dump blue cross and get health net to save money.
20	Money should come off of postponed sabbaticals, then ALL faculty can benefit from the savings in their medical premiums and co-pays.
21	This whole thing SUCKS!!!! No one is going to be able to afford health care. WHY don't you just drop both the plans and let us wait for the Federal one to kick in? You know you just want to save money! So go ahead and do it at our expense--that's what you will do anyway! WE HAVE NO VOICE!!!!!!!!!!!!!!!!!!!!
22	Since I do not participate in the plan, not sure how my opinion matters. However, I suspect I would not support a plan deductible as \$600 could well be more than my family would spend at Kaiser in a year.
23	Adjunct with much experience with Kaiser.

24	I have already had my load cut from 59.999% to 43% . I have already had cuts to my hourly rate. My health Ins is SISC through my spouse , retired Manager - with significant deductible and co-pay. I do not see the district, or the upper levels of administration sharing equitably in the financial situation. I am not in favor of any further support , resulting in cuts to salary or benefits, on the part of faculty (especially adjunct) or retiree's, or management.
25	It's exceedingly unrealistic that employees of any institution should not contribute to their health plan coverage.

adjunct faculty