

NEGOTIATIONS AND BENEFITS FACULTY SURVEY

April 9, 2009

Dear Faculty Colleagues,

The AFA Negotiating Team needs your feedback regarding the negotiation of the benefit package for the coming year. Please give us your honest and straight forward opinions about the importance of the different types of benefits offered to SRJC faculty. In this increasingly perilous financial crisis your voice is essential to a successful conclusion of negotiations.

Please take the time to read the latest Update (view at <http://www.santarosa.edu/afa/updates.shtml>) which explains the scope and the costs of your benefits, then carefully complete the on-line survey.

Thanks,

Janet McCulloch
English Instructor
AFA Chief Negotiator/Faculty Co-chair DTREC
jmcculloch@santarosa.edu
(707)-527-4494

jump links:

Regular Faculty Survey

Adjunct Faculty Survey

Negotiations & Benefits Survey Sp09 for Regular Faculty

California is projected to have a state budget deficit of over \$52 billion dollars this year and next, and further projections show that the 2009-10 budget year will be even worse. Please take the time to let the AFA Executive Council, the Negotiating Team, and the District know what is most important to you. We will need to make some difficult decisions, and it's absolutely essential that we bring your opinions to the table when we discuss monetary matters with the District negotiating team. Please complete this questionnaire and make as many comments as you like.

1. IN ORDER TO ASSIST THE DISTRICT IN REDUCING SPENDING, I WOULD BE WILLING TO DO THE FOLLOWING: IN ITEMS (a) THROUGH (o) PLEASE INDICATE YOUR AGREEMENT TO EACH OF THE STATEMENTS WHERE (1) MEANS "STRONGLY SUPPORT" AND (5) MEANS "STRONGLY OPPOSE."

- a. I would approve of participation in cost sharing for medical insurance premiums. (Cost savings subject to negotiations.)
- b. I would approve of participation in cost sharing for dental insurance premiums. (Cost savings subject to negotiations.)
- c. I would accept an increase in prescription drug deductibles with no participation in premium cost sharing. (SEE EXPLANATION BELOW.)
- d. I concur with instituting annual plan deductibles with no participation in premium cost sharing. (SEE EXPLANATION BELOW.)
- e. I concur with instituting both annual plan deductibles and prescription drug deductibles. (SEE EXPLANATION BELOW.)
- f. Since Kaiser and SISC Blue Shield both cover optometry and ophthalmology services, I would accept the elimination of the Vision Insurance Plan. (Cost savings approximately \$30,000.)
- g. I would concur with paying my own premiums for the Vision Insurance Plan. (Cost savings approximately \$30,000.)
- h. I would agree to full coverage of medical insurance premiums for employees and partial coverage for dependents. (Cost savings \$100,000 to \$200,000+.)
- i. I would agree to full coverage of dental insurance premiums for employees and partial coverage for dependents. (Cost savings \$50,000+.)
- j. I would accept a Salary freeze for 2009-10. (Adjustment to Rank 10 cost is \$1,080,000.)

k. I would accept a Step and Column freeze for 2009-10. (Cost savings approximately \$500,000.)

l. I support continuing the ADJUNCT FACULTY MEDICAL BENEFITS PROGRAM and would agree that all faculty SHOULD contribute to preserve it. (Cost savings subject to negotiations.)

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INCREASE PRESCRIPTION DRUG DEDUCTIBLES—All other coverage remains the same. SISC Blue Shield participants currently pay prescription deductibles of \$7 for generic drugs, \$25 for preferred brand names, and \$25 for non-preferred brands. By increasing those deductibles to \$10, \$35, and \$35 respectively, the District would save \$128,448 or 5.99% in premiums for those faculty participants. ADD ANNUAL PLAN DEDUCTIBLES TO SISC BLUE SHIELD.

A. SISC Blue Shield participants currently pay \$30 office visit deductibles and Kaiser members pay \$25 per visit. By requiring an annual plan deductible of \$100 per individual or \$300 per family for SISC, the District would save \$31,932 or 1.49% in premiums for those faculty participants.

B. SISC Blue Shield participants currently pay \$30 office visit deductibles and Kaiser members pay \$25 per visit. By requiring an annual plan deductible of \$200 per individual or \$400 per family for SISC, the District would save \$80,448 or 3.75% in premiums for those faculty participants.

C. SISC Blue Shield participants currently pay \$30 office visit deductibles and Kaiser members pay \$25 per visit. By requiring an annual plan deductible of \$300 per individual or \$600 per family for SISC, the District would save \$121,308 or 5.65% in premiums for those faculty participants.

COMBINATION OF ANNUAL DEDUCTIBLES AND INCREASED PRESCRIPTION DRUG DEDUCTIBLES—All other coverage remains the same.

A. SISC Blue Shield participants currently pay prescription deductibles of \$7 for generic drugs, \$25 for preferred brand names, and \$25 for non-preferred brands. By increasing those deductibles to \$10, \$35, \$35 respectively, AND adding an annual deductible of \$100 and \$300 (as described above), the District would save \$160,380 or 7.48% in premiums for those faculty participants.

B. SISC Blue Shield participants currently pay prescription deductibles of \$7 for generic drugs, \$25 for preferred brand names, and \$25 for non-preferred brands. By increasing those deductibles to \$10, \$35, \$35 respectively, AND adding an annual deductible of \$200 and \$400 (as described above), the District would save \$208,896 or 9.74% in premiums for those faculty participants.

C. SISC Blue Shield participants currently pay prescription deductibles of \$7 for generic drugs, \$25 for preferred brand names, and \$25 for non-preferred brands. By increasing those deductibles to \$10, \$35, \$35 respectively, AND adding an annual deductible of \$300 and \$600 (as described above), the District would save \$249,756 or 11.64% in premiums for those faculty participants.

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RETIREMENT PLANNING Complete sections 2 through 6

2. My age is:

3. The year I plan to retire is:

4. I plan to exercise my Early Retirement Option. (See <http://www.santarosa.edu/afa/Contract/Articles/art24.pdf>.)

- yes
- no
- I don't know

5. I plan to go on the Pre-retirement Reduction in Workload (Willy Brown Act).

- yes
- no
- I don't know

6. I plan to teach as an adjunct faculty member after my retirement.

- yes
- no
- I don't know

7. I am an All Faculty Association (AFA) member.

- yes
- no

8. My primary assignment is at:

- Santa Rosa Campus
- Petaluma Campus
- Public Safety Training Center
- Other

9. My we contact you to follow up on your answers?

10. If you answered "yes," please enter your name and contact information:

11. Other comments:

Negotiations & Benefits Survey Sp09 for Adjunct Faculty

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1. I support continuing the ADJUNCT FACULTY MEDICAL BENEFITS PROGRAM and would agree that all faculty SHOULD contribute to preserve it.
 - yes
 - no

2. I am receiving medical benefits from another source.
 - yes
 - no

3. My medical benefits are covered by my spouse/partner.
 - yes
 - no

4. I do not have any medical benefits.
 - yes
 - no

5. I would like to participate in California's State Disability Insurance (SDI), where a small percentage of my income would be taken out of my paycheck to go into a state fund. (Benefits are paid from the fund as a result of a disability that is not job related.)
 - yes
 - no

6. MEDICAL BENEFITS additional comments:

7. My age is:

8. The year I plan to retire is:

9. I contribute to the following retirement plan. (You signed up for one of three options when you were hired by SRJC.)
 - CalSTRS Defined Benefits
 - CalSTRS Cash Balance
 - District-provided 403(b) retirement plan administered by Fidelity Investment
 - I don't know which plan I have

10. I contribute to CalSTRS Cash Balance and would like to switch to Social Security for retirement benefits.

- yes
- no
- I am not in CalSTRS Cash Balance

11. I have an additional retirement program from another employer

- yes
- no

12. I am currently drawing retirement.

- yes
- no

13. RETIREMENT PLANNING additional comments:

14. I have adequate and convenient access to a desk on campus.

- yes
- no

15. I have adequate and convenient access to a telephone on campus.

- yes
- no

16. I have adequate and convenient access to a computer on campus.

- yes
- no

17. I have access to an office area on campus with sufficient privacy for counseling students.

- yes
- no

18. The number of years I have been teaching at SRJC is:

19. I am an All Faculty Association (AFA) member.

- yes
- no

20. I serve on District-wide committees.

- no
- no, but I am interested in serving if compensated
- yes. Please specify which District-wide committees:

21. I serve on Department committees.

- no
- no, but I am interested in serving if compensated
- yes. Please specify which Department committees:

22. Santa Rosa Junior College is my primary source of employment.

- yes
- no

23. My average percent load is

- up to 20%
- 21% - 40%
- 41% - 60%
- 61% or more

24. My main teaching assignment is at:

- Santa Rosa Campus
- Petaluma Campus
- Public Safety Training Center
- Other

25. I am employed full-time elsewhere

- yes
- no

26. I am employed part-time elsewhere.

- yes
- no

27. May we contact you to follow up on your answers?

- yes
- no

28. If you answered "yes," please enter your name and contact information:

29. Other comments: