



**All Faculty Association**

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**AFA Negotiations and Benefits Survey Spring 2009  
Summary of Results**

**[CONTRACT FACULTY RESPONSES](#)**

**[ADJUNCT FACULTY RESPONSES](#)**

**CONTRACT FACULTY RESPONSES**

The summary for each question shows the “Strongly Support” and “Support” added together with the same for “Oppose” and “Strongly Oppose.” Because the faculty comments regarding the survey responses are confidential, AFA cannot publish them.

**Benefits**

- a. I would approve of participation in cost sharing for medical insurance premiums.  
(Cost savings subject to negotiations.)

<b>Support</b>	<b>Oppose</b>
<b>18%</b>	<b>78%</b>

- b. I would approve of participation in cost sharing for dental insurance premiums.  
(Cost savings subject to negotiations.)

<b>Support</b>	<b>Oppose</b>
<b>29%</b>	<b>66%</b>

- c. I would accept an increase in prescription drug deductibles with no participation in premium cost sharing.

<b>Support</b>	<b>Oppose</b>
<b>50%</b>	<b>36%</b>

- d. I concur with instituting annual plan deductibles with no participation in premium cost sharing.

<b>Support</b>	<b>Oppose</b>
<b>34%</b>	<b>47%</b>

- e. I concur with instituting both annual plan deductibles and prescription drug deductibles.

<b>Support</b>	<b>Oppose</b>
<b>27%</b>	<b>54%</b>

- 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.)

<b>Support</b>	<b>Oppose</b>
<b>51%</b>	<b>35%</b>

- g. I would concur with paying my own premiums for the Vision Insurance Plan. (Cost savings approximately \$30,000.)

<b>Support</b>	<b>Oppose</b>
<b>35%</b>	<b>55%</b>

- 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+.)

<b>Support</b>	<b>Oppose</b>
<b>27%</b>	<b>64%</b>

- i. I would agree to full coverage of dental insurance premiums for employees and partial coverage for dependents. (Cost savings \$50,000+.)

<b>Support</b>	<b>Oppose</b>
<b>37%</b>	<b>53%</b>

- j. I would accept a Salary freeze for 2009-10. (Adjustment to Rank 10 cost is \$1,080,000.)

<b>Support</b>	<b>Oppose</b>
<b>40%</b>	<b>50%</b>

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

<b>Support</b>	<b>Oppose</b>
<b>32%</b>	<b>56%</b>

1. 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.)

<b>Support</b>	<b>Oppose</b>
<b>53%</b>	<b>28%</b>

### **Retirement Planning**

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

<b>Yes</b>	<b>30</b>	<b>14%</b>
<b>No</b>	<b>100</b>	<b>45%</b>
<b>I Don't Know</b>	<b>89</b>	<b>41%</b>
<b>Total</b>	<b>219</b>	<b>100%</b>

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

<b>Yes</b>	<b>42</b>	<b>19%</b>
<b>No</b>	<b>75</b>	<b>35%</b>
<b>I Don't Know</b>	<b>98</b>	<b>46%</b>
<b>Total</b>	<b>215</b>	<b>100%</b>

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

<b>Yes</b>	<b>87</b>	<b>39%</b>
<b>No</b>	<b>39</b>	<b>18%</b>
<b>I Don't Know</b>	<b>94</b>	<b>43%</b>
<b>Total</b>	<b>220</b>	<b>100%</b>

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

<b>Yes</b>	<b>215</b>	<b>99%</b>
<b>No</b>	<b>3</b>	<b>1%</b>
<b>Total</b>	<b>218</b>	<b>100%</b>

8. My primary assignment is at:

<b>Santa Rosa Campus</b>	<b>189</b>	<b>85%</b>
<b>Petaluma Campus</b>	<b>30</b>	<b>14%</b>
<b>Public Safety Training Ctr</b>	<b>2</b>	<b>1%</b>
<b>Other</b>	<b>0</b>	<b>0%</b>
<b>Total</b>	<b>221</b>	<b>100%</b>

## ADJUNCT FACULTY RESPONSES

Because the faculty comments regarding the survey responses are confidential, AFA cannot publish them.

### **Medical Benefits**

1. I support continuing the ADJUNCT FACULTY MEDICAL BENEFITS PROGRAM and would agree that all faculty SHOULD contribute to preserve it.

<b>Yes</b>	<b>195</b>	<b>87%</b>
<b>No</b>	<b>28</b>	<b>13%</b>
<b>Total</b>	<b>223</b>	<b>100%</b>

2. I am receiving medical benefits from another source.

<b>Yes</b>	<b>133</b>	<b>59%</b>
<b>No</b>	<b>94</b>	<b>41%</b>
<b>Total</b>	<b>227</b>	<b>100%</b>

3. My medical benefits are covered by my spouse/partner.

<b>Yes</b>	<b>69</b>	<b>31%</b>
<b>No</b>	<b>157</b>	<b>69%</b>
<b>Total</b>	<b>226</b>	<b>100%</b>

4. I do not have any medical benefits.

<b>Yes</b>	<b>21</b>	<b>10%</b>
<b>No</b>	<b>182</b>	<b>90%</b>
<b>Total</b>	<b>203</b>	<b>100%</b>

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 disability that is not job related.)

<b>Yes</b>	<b>126</b>	<b>58%</b>
<b>No</b>	<b>92</b>	<b>42%</b>
<b>Total</b>	<b>218</b>	<b>100%</b>

## **Retirement Planning**

9. I contribute to the following retirement plan. (You signed up for one of three options when you were hired by SRJC.)

<b>1) CalSTRS Defined Benefits</b>	<b>67</b>	<b>31%</b>
<b>2) CalSTRS Cash Balance</b>	<b>72</b>	<b>33%</b>
<b>3) District-provided 403(b) retirement plan administered by Fidelity Investment</b>	<b>44</b>	<b>20%</b>
<b>I don't know which plan I have</b>	<b>35</b>	<b>16%</b>
<b>Total</b>	<b>218</b>	<b>100%</b>

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

<b>Yes</b>	<b>37</b>	<b>20%</b>
<b>No</b>	<b>68</b>	<b>37%</b>
<b>I am not in CalSTRS Cash Balance</b>	<b>80</b>	<b>43%</b>
<b>Total</b>	<b>185</b>	<b>100%</b>

11. I have an additional retirement program from another employer.

<b>Yes</b>	<b>75</b>	<b>35%</b>
<b>No</b>	<b>142</b>	<b>65%</b>
<b>Total</b>	<b>217</b>	<b>100%</b>

12. I am currently drawing retirement.

<b>Yes</b>	<b>36</b>	<b>17%</b>
<b>No</b>	<b>182</b>	<b>83%</b>
<b>Total</b>	<b>218</b>	<b>100%</b>

## **Working Conditions**

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

<b>Yes</b>	<b>153</b>	<b>70%</b>
<b>No</b>	<b>67</b>	<b>30%</b>
<b>Total</b>	<b>220</b>	<b>100%</b>

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

<b>Yes</b>	<b>173</b>	<b>78%</b>
<b>No</b>	<b>50</b>	<b>22%</b>
<b>Total</b>	<b>223</b>	<b>100%</b>

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

<b>Yes</b>	<b>152</b>	<b>69%</b>
<b>No</b>	<b>69</b>	<b>31%</b>
<b>Total</b>	<b>221</b>	<b>100%</b>

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

<b>Yes</b>	<b>125</b>	<b>56%</b>
<b>No</b>	<b>99</b>	<b>44%</b>
<b>Total</b>	<b>224</b>	<b>100%</b>

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

<b>Yes</b>	<b>195</b>	<b>88%</b>
<b>No</b>	<b>26</b>	<b>12%</b>
<b>Total</b>	<b>221</b>	<b>100%</b>

20. I serve on District-wide committees.

<b>No</b>	<b>127</b>	<b>58%</b>
<b>No, but I am interested in serving if compensated.</b>	<b>73</b>	<b>33%</b>
<b>Yes</b>	<b>20</b>	<b>9%</b>
<b>Total</b>	<b>220</b>	<b>100%</b>

21. I serve on Departmental committees.

<b>No</b>	<b>103</b>	<b>47%</b>
<b>No, but I am interested in serving if compensated.</b>	<b>71</b>	<b>32%</b>
<b>Yes</b>	<b>45</b>	<b>21%</b>
<b>Total</b>	<b>219</b>	<b>100%</b>

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

<b>Yes</b>	<b>170</b>	<b>75%</b>
<b>No</b>	<b>56</b>	<b>25%</b>
<b>Total</b>	<b>226</b>	<b>100%</b>

23. My average percent load is:

<b>Up to 20%</b>	<b>37</b>	<b>16%</b>
<b>21% - 40%</b>	<b>60</b>	<b>27%</b>
<b>41% - 60%</b>	<b>125</b>	<b>56%</b>
<b>61% or more</b>	<b>2</b>	<b>1%</b>
<b>Total</b>	<b>224</b>	<b>100%</b>

24. My main teaching assignment is at:

<b>Santa Rosa Campus</b>	<b>163</b>	<b>73%</b>
<b>Petaluma Campus</b>	<b>39</b>	<b>17%</b>
<b>Public Safety Training Ctr</b>	<b>5</b>	<b>2%</b>
<b>Other</b>	<b>18</b>	<b>8%</b>
<b>Total</b>	<b>225</b>	<b>100%</b>

25. I am employed full-time elsewhere.

<b>Yes</b>	<b>30</b>	<b>14%</b>
<b>No</b>	<b>191</b>	<b>86%</b>
<b>Total</b>	<b>221</b>	<b>100%</b>

26. I am employed part-time elsewhere.

<b>Yes</b>	<b>91</b>	<b>41%</b>
<b>No</b>	<b>129</b>	<b>59%</b>
<b>Total</b>	<b>220</b>	<b>100%</b>