

Initiative R3: *If the regular faculty were to share the cost of increases in regular faculty medical benefits premiums, then each regular faculty member should contribute (choose one):*

- A. *A fixed percentage of his/her salary*
- B. *A fixed percentage of his/her premium costs*
- C. *A fixed amount in excess of a determined base*

Background:

Historically, the District has provided fully paid health insurance benefits for regular faculty members and their families. The District has insisted on some form of medical premium cost sharing by the regular faculty. Two years ago, the District placed a "cap" on the amount of funds the District would contribute towards the regular faculty medical benefits program (RFMBP). During the past two years, AFA has successfully negotiated with the District for additional one-time contributions and has redirected funds from other sources such as COLA and savings from sabbaticals to cover the increased cost of the RFMBP.

The lack of COLA and other funding sources may make it necessary for regular faculty to contribute to the RFMBP. The AFA is seeking input as to the most appropriate way to share the cost amongst faculty members.

The issue

The exact amount or percentage of salary for each option would have to be determined through the negotiation process.

If a majority of the regular faculty votes for Option A, the AFA Executive Council will direct the AFA Negotiating Team to negotiate with the District that every regular faculty member would contribute to the RFMBP a fixed percentage of his/her salary.

If a majority of the regular faculty votes for Option B, the AFA Executive Council will direct the AFA Negotiating Team to negotiate with the District that every faculty member would contribute to the RFMBP a fixed percentage of the premium for the medical plan chosen by the regular faculty member.

If a majority of the regular faculty votes for Option C, the AFA Executive Council will direct the AFA Negotiating Team to negotiate with the District to determine a base funding level for the RFMBP and regular faculty would be responsible for any amount exceeding the base.

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*.