

AFA SPRING 2008 MEMBER NEGOTIATION SURVEY

Return your folded Scantron response in the envelope provided by **February 26, 2008** to:

AFA/SRJC 1501 Mendocino Ave. Santa Rosa, CA 95401

INTRODUCTION:

As a part of last year's negotiation, AFA agreed to survey faculty regarding cost-saving and cost-sharing benefit options to determine faculty priorities. Should additional cost-sharing measures become absolutely necessary (in addition to the existing medical plan deductibles and co-payments, and employee payment for dependent vision insurance), such changes would have to be negotiated. **At this time we do not know IF additional benefit cost-saving and/or cost-sharing measures will be needed**, and, if they are, the order of magnitude of that need. Should they become necessary, AFA wants to know your preferences so we can better negotiate on your behalf.

NOTE: This survey has five parts. Parts 1, 4 and 5 should be answered by EVERYONE.

Part 2 is for Regular faculty only. Part 3 is for Adjunct faculty only.

In preparation for answering this survey **please review** the latest *Update* that discusses benefits in depth.

It is posted on the AFA website: <http://www.santarosa.edu/afa/updates/shtml>

START FILLING IN THE SCANTON AT NUMBER 1. (Ignore the identification section at the top of the sheet.)

- **Each question on the survey is numbered.**
- **Answer each question in the space following that question number on the Scantron answer sheet.**

PART 1: ALL Faculty Answer Questions 1-5

For each **TRUE** statement mark **A** on the Scantron. Leave everything else blank in Part 1.

Do not mark the Scantron if the statement is false.

1. I am a Regular faculty member, typically I do have an overload
2. I am a Regular faculty member, typically I do not have an overload
3. I am an Adjunct faculty member, typically with a load of 40% or greater
4. I am an Adjunct faculty member, typically with a load of less than 40%
5. I am an Adjunct faculty member who has retired from a full-time position at SRJC

PART 2: REGULAR Faculty Answer Questions 6-14. *ADJUNCT Faculty Skip to Part 3*

Read all options before answering this question. You may also want to review the latest *Update* that has a discussion of the benefits situation (posted online at <http://www.santarosa.edu/afa/updates/shtml>). Evaluate the statements below: For each, mark the Scantron according to what best describes your ranked response.

Mark **A** to indicate your **FIRST** choice to implement, should it become necessary – least important to you

Mark **B** to indicate your **SECOND** choice to implement, should it become necessary – second least important

Mark **C** to indicate your **THIRD** choice to implement, should it become necessary – third least important

Mark **D** to indicate your **FOURTH** choice to implement, should it become necessary – fourth least important

Mark **E** to indicate your **FIFTH** choice to implement, should it become necessary – fifth least important

Choose ONLY 5: *Read all options before making your ranking decisions*

6. Decrease salary raise
7. Permanently reduce the number of sabbatical leaves
8. Provide fully-paid benefits for faculty member, but require faculty member to pay for dependent dental insurance (as is currently done with Vision insurance)
9. Eliminate district-paid life insurance
10. Provide fully-paid benefits for faculty member, but require faculty member to partially pay for dependent medical insurance
11. Establish a maximum amount of money per employee (to cover employee and dependents) for medical benefits, the employee pays the difference, if any
12. Change the medical plan to reduce coverage and/or increase deductibles and co-payments
13. Reduce the retiree stipend for future retirees
14. Reduce Governmental Accounting Standards Board (GASB) funding, since it is not legally required

(continued on reverse)

PART 3: ADJUNCT Faculty Answer Questions 15 - 23 *REGULAR Faculty Skip to Part 4*

Read all options before answering this question. You may also want to review the latest *Update* that has a discussion of the benefits situation (posted on online at <http://www.santarosa.edu/afa/updates/shtml>). Evaluate the statements below: For each, mark the Scantron according to what best describes your ranked response.

- Mark **A** to indicate your **FIRST** choice to implement, should it become necessary – least important to you
- Mark **B** to indicate your **SECOND** choice to implement, should it become necessary – second least important
- Mark **C** to indicate your **THIRD** choice to implement, should it become necessary – third least important
- Mark **D** to indicate your **FOURTH** choice to implement, should it become necessary – fourth least important
- Mark **E** to indicate your **FIFTH** choice to implement, should it become necessary – fifth least important

Choose ONLY 5: *Read all options before making your ranking decisions*

15. Decrease salary raise
16. Provide 50%-paid benefits for participating eligible faculty member, but require faculty member to pay more than 50% for the dependent medical insurance
17. Establish a maximum amount of money per participating eligible faculty member (to cover employee and dependents) for medical benefits, the faculty member pays the difference, if any
18. Change the medical plan to reduce coverage and/or increase deductibles and co-payments
19. Extend the eligibility period to qualify for benefits from one year to five semesters (the amount of time it takes to earn re-assignment priority)
20. Eliminate counting the summer term as an eligible term for establishing the 40% annual load, use loads of Fall and Spring semester only
21. Eliminate from eligibility those adjunct faculty who have access to any form of medical insurance, or payment in lieu of medical insurance, through spouse or partner, or another employer (except another Community College)
22. Eliminate 50% reimbursement for non-SRJC group plans and require adjunct faculty to choose from among the same plan choices as regular faculty
23. Reduce Governmental Accounting Standards Board (GASB) funding, since it is not legally required

PART 4: ALL Faculty Answer Questions 24-30

Evaluate the statements below: For each, mark the Scantron according to which best describes your response.

- Mark **A** to indicate that you strongly agree with the statement
- Mark **B** to indicate that you agree with the statement, but not strongly
- Mark **C** to indicate that you neither agree nor disagree with the statement
- Mark **D** to indicate that you disagree with the statement, but not strongly
- Mark **E** to indicate that you strongly disagree with the statement

24. \$160,000 in funds from the Adjunct Faculty District Activities Fund (AFDAF) should continue to be redirected to help maintain the adjunct medical program
25. All faculty should contribute something towards the adjunct faculty medical plan
26. All faculty should contribute something towards the regular faculty medical plan
27. Governmental Accounting Standards Board (GASB) funding should be discontinued in tough financial years so that that money is available for salaries, benefits and program support
28. GASB funding should continue at the current rate (+/- \$1,000,000 / year)
29. GASB funding should continue at a lower rate per year
30. Keep General Fund Reserves at a level equal to 7% of revenue (the State requires 5%, for 2007-08 SRJC budgeted 8.2%) to provide more funds for salaries, benefits and program support

PART 5: ALL Faculty

Please share with us any comments or concerns you have about benefits that have not been addressed by this Survey. In addition, if you have suggestions for reducing the costs of the benefits program that were not identified above, please include them. Include a separate sheet of paper with your comments along with the folded Scantron form in the envelope provided, or, if you prefer you may email your comments to afa@santarosa.edu. Thank you.

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