

Faculty Welfare Committee/AAUP

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From the FWC/AAUP President:

Dear Colleagues,

I am so appreciative of the hard work that is being done by our colleagues on the Faculty Salary Committee (FSC). The FWC/AAUP Executive Committee has been getting regular updates all year long, but even we were stunned to learn that the administration only provided the FSC with a concrete, final proposal the day before the FSC were scheduled to present to the General Faculty (GF) last week.

We offered the FSC space in this newsletter to summarize their presentation, and their summary appears on pages 2 and 3. In addition, the FSC is preparing a survey that will be sent by the Faculty Secretary to all members of the GF covered by the Memo of Understanding/Benefits Plan Overview.

Our colleagues on the FSC have asked us to remain calm while the faculty members on the Health Care Committee get to work on the charge they were given by the GF at the April 17 meeting (see page 3) and while the FSC gathers information on their survey, and responds to the administration at a meeting scheduled for April 30.

In response to the many FWC members who have contacted members of the Executive Committee about the "George brigade" and the possibilities of Fairfield faculty unionizing, we are in contact with the leadership of the Collective Bargaining Congress at national AAUP and will be in touch with members during a "quiet phase". More soon.

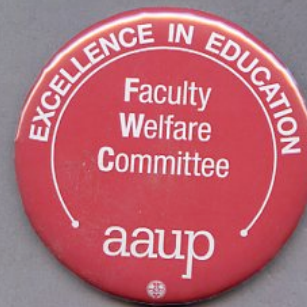
Rona Preli
FWC/AAUP President

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**FWC ACTION COMMITTEE SAYS:
WEAR YOUR FWC BUTTON TO SHOW
YOUR SUPPORT FOR THE
FACULTY SALARY COMMITTEE**

Need a button? Need a chapter t-shirt?
Contact Jocelyn Boryczka or Stephanie Storms



Summary of the Faculty Salary Committee Presentation at the General Faculty Meeting April 17, 2015

The 2014-15 Faculty Salary Committee (FSC) is Chris Bernhardt (spring), Bryan Crandall, Joe Dennin (fall), Bob Epstein, Sonya Huber, and Irene Mulvey (Chair). The Administration's Compensation Committee is Mary Magri, Assistant VP for Budgets and Financial Analysis, Tom Pellegrino, VP for Student Affairs, Mark Reed (Chair), Senior VP for Administration and Chief of Staff, and Jim Simon, CAS Dean.

The FWC/AAUP Executive Committee offered us space to provide a summary of the FSC presentation to the General Faculty (GF) at the GF meeting on April 17, and we appreciate the opportunity. We are preparing a survey to be sent to all member of the GF covered by the Memo of Understanding/Benefits Plan Overview and we suggest you review this information before completing the survey.

We located a reliable source for good information on HSAs and HRAs, and we urge you to check it out:
<http://www.irs.gov/pub/irs-pdf/p969.pdf>



The FSC presented the first proposal for compensation to the administration on February 5. (Recall that we were completely pre-occupied with investigating the increases to premiums in the fall because the increase to the employee was much higher than the increase to the University).

Our proposal on February 5 was:

- Salary increase 2.5%, all distributed as standard merit
- Restore University's contribution to faculty retirement to 10%
- Equalize chair stipends by having non-DSB chair stipends increase by \$1,000
- No changes to health insurance

Our rationale for our proposal included these facts: faculty have fallen below the increase in consumer price index by 3.5% since the last time "further merit" was awarded in 2008; faculty accepted the decrease in retirement only as a temporary give back to help deal with a financial crisis; chair stipends were to be equalized over time, as reported by previous FSCs; we have made enormous changes to health insurance over the last few years - agreeing to cost-share premiums beginning 1/1 2010, agreeing to switch from Anthem to Aetna; agreeing to double cost shares; agreeing to give up the cap on how much premiums can increase.

The administration presented a counter-proposal on February 25. It was characterized as "not final":

- 1.5% salary pool - 0.975% for standard merit and 0.525% for further merit per the Journal of Record
- Maintain University's contribution to retirement at 9%
- Health insurance changes:
 - Eliminate all PPO plans and continue only the HSA plans
 - Increase the deductible on the HSA plans by \$500/\$1,000 to \$2,000/\$4,000
 - No increase in subsidy provided by the University (remains \$1,000/\$2,000)
- No change to chair stipend

The FSC objected. We felt these were radical changes to health insurance that had bypassed the Health Care Committee (HCC). (The HCC was created jointly last year to "address on an ongoing basis the growth in the

total cost of health insurance” in a thoughtful, data-driven way that would result in mutually beneficial changes, as opposed to cutting benefits or simply shifting costs to employees.) The administration’s position is that discussions with the HCC are not required. In addition, we pointed out that the administration had taken steps that had “repaid” the 1% compensation cut (that all employees took in 2008 to deal with a financial crisis) to all employees except faculty and that an additional 1% in retirement or salary was required to make us whole. With regard to chair stipends, the administration does not acknowledge an agreement to equalize chair stipends.

The administration gave us a revised proposal on April 15 at 3:30 PM; characterized as “final”:

- 1.5% salary pool - all as standard merit in exchange for the faculty agreeing to create an appropriate faculty/administration committee to determine if there is a mutually agreeable post-tenure review system to replace the current merit pay system, with the goal of having a new system (if agreement can be reached) in place for 2016-17.
- An additional salary increase of 1% (before standard merit is awarded) across-the-board as a percent of salary (not the mean).
- Maintain University’s contribution to retirement at 9%
- Health insurance changes (same as on 2/25):
 - Eliminate all PPO plans and continue only the HSA plans
 - Increase the deductible on the HSA plans by \$500/\$1,000 to \$2,000/\$4,000
 - No increase in subsidy provided by the University (remains \$1,000/\$2,000)
- No change to chair stipends

We presented this proposal to the GF meeting on April 17 at 3:30 PM. The discussion and questions will appear in the minutes and we encourage the Secretary of the General Faculty to send an email to the GF when the April 17 minutes are posted. The following motion passed unanimously:

MOTION. The General Faculty direct the faculty members on the Health Care Committee to study the changes to health insurance proposed by the administration to the Faculty Salary Committee on April 16, 2015 and prepare a written report to be sent to the FSC and the GF on the pros and cons of these changes and on the financial implications of these changes for the University and for employees.



MOVING FORWARD:

It is the intention of the Faculty Salary Committee to continue, as best we can, to carry out our charge articulated in the *Faculty Handbook*, to engage in collegial discussions with the administrative team “with the shared goal of reaching agreement on a Memo of Understanding to present to the General Faculty for approval.” We are prepared to consider any proposal brought to us by the administration and, as our constituents expect, we need to understand thoroughly all the implications for faculty and for the University. We are disappointed, to say the least, that the administration chose not to utilize the Health Care Committee in evaluating the idea of eliminating the PPO options and continuing only the HSA options. We are frustrated that the administration said they were “open” to continuing the PPO options all along but then took that off the table on April 16. Moving forward, though, it continues to be our goal to bring to the GF an MOU that we can recommend that the GF approve.

The Faculty Welfare Committee/AAUP at Fairfield University is an *ad hoc* committee of the General Faculty and an affiliate of the national AAUP. About 70% of the full-time faculty at Fairfield are members of the FWC. If you aren't a member, please consider joining. The FWC promotes the professional and economic interests, broadly defined, of the Fairfield University Faculty. All our activities are open to all members of the faculty but we are funded entirely by our dues-paying members. To join, contact any member of the Executive Committee.

FWC/AAUP Executive Committee: Rona Preli, President; Jocelyn Boryczka, Vice-President; Bill Abbott, Secretary; Irene Mulvey, Treasurer; At-large members Betsy Bowen, Sonya Huber, Anna Lawrence, Deb Strauss. Membership Director: Stephanie

Fairfield proposes to eliminate the PPO options for health care and force all covered employees onto an HSA. Do other Jesuit institutions offer more than one health insurance option for their employees? Here's what members of the FWC Executive Committee found out after 10 minutes on the internet. We wonder if our administrators are leaving for better jobs or better health insurance options?

SAINT JOSEPH'S UNIVERSITY

Saint Joseph's University offers a choice of medical insurance plans: Personal Choice, Keystone Point of Service and Keystone Health Plan East HMO. Details on these plans are available in the Human Resources Office.

See <http://www.sju.edu/int/resources/humanresources/faculty/healthcare.html>

LOYOLA MARYMOUNT UNIVERSITY

The University offers a choice of four principal medical plans, consisting of one indemnity (PPO) plan, one high deductible health plan (HDHP) and two health maintenance organization (HMO) plans. The PPO plan reimburses a percentage of covered charges after the deductible is satisfied. The HDHP is Health Savings Account (HSA) compatible. Both HMO plans offer comprehensive coverage by designated providers. Participants electing single, dual or family coverage will pay a percentage of the monthly premium designated for each of four salary tiers.

<http://admin.lmu.edu/hr/benefits/medicaldentalvisioncoverage/>

UNIVERSITY OF SAN FRANCISCO

We offer you a choice of a Health Maintenance Organization (HMO) or a Preferred Provider Organization (PPO) for your medical coverage. The HMO coverage is through Kaiser Permanente, and the PPO coverage is through Anthem Blue Cross. See <http://www.usfca.edu/hr/benefits/healthcare/anthem/>

SANTA CLARA UNIVERSITY

Santa Clara University offers the following medical plans:

- ▶ Blue Cross HMO Gold Option
- ▶ Blue Cross HMO Silver Option
- ▶ Blue Cross Lumenos HSA (Compatible) High Deductible PPO
- ▶ Blue Cross Lumenos HIA PPO
- ▶ Kaiser Permanente HMO Gold Option
- ▶ Kaiser Permanente HMO Silver Option

See <http://www.scu.edu/hr/benefits/details.cfm>

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