

Faculty Welfare Committee/AAUP

Excellence in Education

From the FWC/AAUP President:

Dear Colleagues,

I write to you feeling frustrated and overwhelmed by all that was discussed at last Friday's meetings. I am extremely disheartened by the report from our colleagues on the Faculty Salary Committee. Among the numerous, very serious concerns, is the fact that roughly 72 hours before the GF meeting, our colleagues on the FSC were handed a proposal labeled "final". It was handed to them at the beginning of the FSC meeting, effectively precluding any opportunity for a thoughtful or efficient discussion after careful consideration. The proposal contains deep cuts to our health insurance benefits. For many people, these cuts will result in a real decrease in actual take-home pay. Our colleagues with the lowest salaries who are insuring a family will be impacted the most. In effect, those hardest hit will be the people who can least afford it. This outrageous proposition comes after months of "good faith discussions" between the administration and our colleagues on the FSC, and it purposely subverts the Health Care Committee whose task is to review proposed changes to healthcare coverage.

When these proposals are considered in the context of the facts, which have been clearly laid out by our faculty colleagues on the FSC and the Health Care Committee, the only conclusion is that the administration is not acting in good faith. Total health care costs to the University are decreasing. Health care costs per person are decreasing. The University ended 2015 with a surplus in the health insurance budget of over \$2.7 million. This is but a small list of the many troubling facts. Please read this newsletter carefully to fully understand the facts about healthcare.

I am as always, encouraged and invigorated by the discussions among our faculty colleagues and by the progress we made at our FWC meeting on Friday. I was inspired that everyone is determined to work together to re-build and strengthen our community. We had an unprecedented number of people sign up for the *2016 FWC Action Committee*, and we have many great ideas to move us forward. Thanks to the FWC members who have already written pieces for the newsletter. We plan on getting as much information as we can out to as many people as we can in the days and weeks ahead.

This newsletter has **Information from the FSC Presentation at the GF Meeting** (page 2), and **Highlights from the FWC Meeting** (page 3). The insert is a flyer that I hope you will remove, copy, print, post and distribute. The flyer is for the Forum on Campus Labor scheduled for this Thursday, April 21 from 4:15 to 5:30 in BCC lower level. I hope you will be able to attend - wearing your FWC t-shirt - as we gather support and build solidarity with others on campus. Please contact the 2016 Action Committee Co-Chairs Jocelyn Boryczka or Sonya Huber to join your colleagues on the *2016 FWC Action Committee*. We'll be sending updates to Action Committee members very soon.

I am so very grateful to all of you for your support. I know how demoralizing and dispiriting it is to learn of the proposed benefit cuts. We should be approving an MOU at this point in the year, yet instead we are forced into a contentious position to protect our colleagues. Please continue to be informed and involved. Your participation makes all of the difference.

Rona Preli, FWC/AAUP President

Information from the FSC Presentation at the General Faculty Meeting on April 14, 2016

History of Concessions by Employees

- Before 2010: Health Insurance covered employee, spouse & dependent children at no cost to the employee
- Beginning 2010: Faculty agreed to “cost-share” 10% of premiums
- Beginning 2014: Faculty agreed to increase “cost-share” to 20%
- In 2015: Cost to employee increased by 14.4%; Cost to University increased by only 2.5%
- Beginning 2016: Faculty agreed to increased deductibles: \$500 for single & \$1000 for 2+

Health Care Costs to the University Are Decreasing

Year	Cost to the University
2013	\$11,199,087
2014	\$10,744,342
2015	\$9,307,832

University retained surplus of \$2.7M in 2015

Gross Budget for Medical:	\$15,093,960
Amount contributed by employees:	\$3,018,792
Amount “contributed” by employer:	\$12,075,168
Total Costs (including overhead):	\$12,326,624
Surplus (is 18.3% of budget):	\$2,767,336
Amount returned to University	\$2,767,336
Amount returned to employees:	\$0

It is in this context that the University proposes changes to health insurance including:

- Substantial increases to deductibles on the PPO. (Deductibles only took effect on the PPO beginning January 1, 2016.)
- Addition of co-insurance (“co-insurance” is where the member pays a percent of the actual bill, as opposed to a fixed co-pay amount): For the PPO, co-insurance of 20% in-network & 30% out-of-network; For the HSA co-insurance of 10%.
- Higher cost-share of premiums for dependents: Covered employees will continue to cost-share 20% of premiums for self, but if the employee also covers a spouse and/or other dependents, the employee will cost-share 30% of the premium for the spouse and dependents.

Highlights From the FWC Meeting: Looking Ahead

- ❖ We are gearing up to take actions, as needed, to ensure the primacy of academics and Jesuit ideals on this campus. This means recognizing and respecting faculty work, and the work of everyone who contributes to our core academic mission and education in the Jesuit tradition.
- ❖ If you aren't a member of the Faculty Welfare Committee/AAUP, now is a great time to join. Contact any member of the Executive Committee listed on page 4 and get involved.
- ❖ We are all in this together: faculty, staff and other workers on campus, but FWC members need to take the lead in educating others, and in generating support for our actions.
- ❖ Talk to your faculty colleagues - in the hall, over coffee, over lunch, walking to class. Everyone needs to be informed and engaged!
- ❖ Talk to staff members - share this newsletter and let staff members know that faculty support them.
- ❖ Members of the *2016 FWC Action Committee* will be tabling in BCC Monday through Thursday this week at lunchtime. Pitch in or just stop by.
- ❖ **Forum on Campus Labor:** Thursday, April 21 from 4:15 to 5:30 in BCC lower level. Show up in your FWC t-shirt and button! Need a t-shirt or button? Contact any member of the Executive Committee listed on page 4.
- ❖ Stay tuned: We have more planned.

AAUP Mission

Advancing academic freedom and shared governance; defining professional values and standards; promoting the economic security of those who teach and research in higher education; organizing to make our goals a reality; and ensuring higher education's contribution to the common good.

From the Archives:

The following text is from our current contract letter:

“The terms referred to in the Memo of Understanding, on Faculty Salary and Benefits, 2015-2016, will apply from September 1, 2015 and continue until superseded by a subsequent Memo of Understanding...”

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.

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