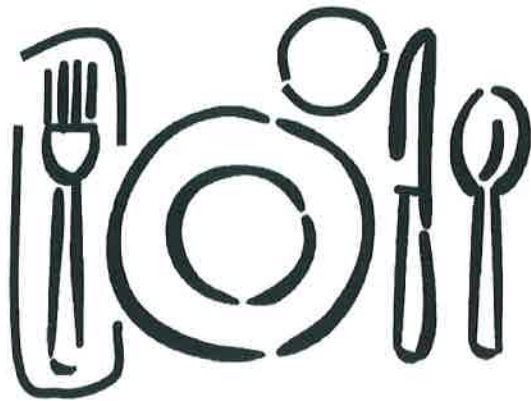


Faculty Welfare Committee/AAUP

Excellence in Education



From the FWC Executive Committee:

It's a Sodexo Special Luncheon day!

The Sodexo Special Luncheon days really are special. These are wonderful events that build real community. We appreciate all of the hard work and care that goes into putting on the Sodexo Special Luncheon Days all year long - from choosing the calendar event to celebrate, to planning the menu, to describing the menu on

Today@Fairfield, to preparing the food and the Oak Room, and to cleaning it all up afterwards. These luncheons provide a wonderful opportunity to connect with colleagues and friends across schools, across divisions and across job categories.

We are concerned that one of the Special Luncheon Days is celebrating STAGiving Day for the second year in a row, and that this STAGiving Day is being celebrated in the context of a \$2.7 million surplus for health insurance in 2015. Individuals on Fairfield's health insurance may know that higher deductibles only just kicked in on January 1, 2016, shifting even more of the cost to the employee, making it likely we will have another surplus in 2016. But, 20% of that 2015 surplus (over half a million dollars) was money collected from employees covered by Fairfield's health insurance. It is our understanding that the surplus of over half a million dollars went into the operating budget. If we were a regulated insurance company instead of a self-insured private institution, this could be illegal. Our position is that the surplus should be kept and earmarked for health care, or returned to the employees who paid it.

We do not want to discourage anyone from attending and enjoying another lovely Sodexo Special Luncheon, or from donating to Fairfield on STAGiving Day. We do, though, want to take this opportunity to draw attention to the actions of the decision-makers in our administration.

We hope you will attend the **Forum on Campus Labor TODAY from 4:15 to 5:30 PM in BCC lower level**, the inaugural event of a coalition of workers' groups on campus, *Fairfield University Workers United*. See you there!

University's <i>actual</i> expenditure on health care in 2015:	\$12,326,624
Covered employees' share of health care costs (20%):	\$2,465,325
Amount collected from covered employees:	\$3,018,792
Amount covered employees were overcharged:	\$553,467
Amount returned to covered employees:	\$ 0
Covered employees "gift" to Fairfield:	\$553,467

STAGiving???

If you were on Fairfield's health insurance in 2015, you can say:

I gave at the office.

