



All Faculty Association

Santa Rosa Junior College
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**AFA Negotiations and Benefits Survey Spring 2009
Summary of Results**

[CONTRACT FACULTY RESPONSES](#)

[ADJUNCT FACULTY RESPONSES](#)

CONTRACT FACULTY RESPONSES

The summary for each question shows the “Strongly Support” and “Support” added together with the same for “Oppose” and “Strongly Oppose.” Because the faculty comments regarding the survey responses are confidential, AFA cannot publish them.

Benefits

- a. I would approve of participation in cost sharing for medical insurance premiums.
(Cost savings subject to negotiations.)

Support	Oppose
18%	78%

- b. I would approve of participation in cost sharing for dental insurance premiums.
(Cost savings subject to negotiations.)

Support	Oppose
29%	66%

- c. I would accept an increase in prescription drug deductibles with no participation in premium cost sharing.

Support	Oppose
50%	36%

- d. I concur with instituting annual plan deductibles with no participation in premium cost sharing.

Support	Oppose
34%	47%

- e. I concur with instituting both annual plan deductibles and prescription drug deductibles.

Support	Oppose
27%	54%

- f. Since Kaiser and SISC Blue Shield both cover optometry and ophthalmology services, I would accept the elimination of the Vision Insurance Plan. (Cost savings approximately \$30,000.)

Support	Oppose
51%	35%

- g. I would concur with paying my own premiums for the Vision Insurance Plan. (Cost savings approximately \$30,000.)

Support	Oppose
35%	55%

- h. I would agree to full coverage of medical insurance premiums for employees and partial coverage for dependents. (Cost savings \$100,000 to \$200,000+.)

Support	Oppose
27%	64%

- i. I would agree to full coverage of dental insurance premiums for employees and partial coverage for dependents. (Cost savings \$50,000+.)

Support	Oppose
37%	53%

- j. I would accept a Salary freeze for 2009-10. (Adjustment to Rank 10 cost is \$1,080,000.)

Support	Oppose
40%	50%

- k. I would accept a Step and Column freeze for 2009-10. (Cost savings approximately \$500,000.)

Support	Oppose
32%	56%

1. I support continuing the ADJUNCT FACULTY MEDICAL BENEFITS PROGRAM and would agree that all faculty SHOULD contribute to preserve it. (Cost savings subject to negotiations.)

Support	Oppose
53%	28%

Retirement Planning

4. I plan to exercise my Early Retirement Option. (See <http://www.santarosa.edu/afa/Contract/Articles/art24.pdf>.)

Yes	30	14%
No	100	45%
I Don't Know	89	41%
Total	219	100%

5. I plan to go on Pre-retirement Reduction in Workload (Willy Brown Act).

Yes	42	19%
No	75	35%
I Don't Know	98	46%
Total	215	100%

6. I plan to teach as an adjunct faculty member after my retirement.

Yes	87	39%
No	39	18%
I Don't Know	94	43%
Total	220	100%

7. I am an All Faculty Association (AFA) member.

Yes	215	99%
No	3	1%
Total	218	100%

8. My primary assignment is at:

Santa Rosa Campus	189	85%
Petaluma Campus	30	14%
Public Safety Training Ctr	2	1%
Other	0	0%
Total	221	100%

ADJUNCT FACULTY RESPONSES

Because the faculty comments regarding the survey responses are confidential, AFA cannot publish them.

Medical Benefits

1. I support continuing the ADJUNCT FACULTY MEDICAL BENEFITS PROGRAM and would agree that all faculty SHOULD contribute to preserve it.

Yes	195	87%
No	28	13%
Total	223	100%

2. I am receiving medical benefits from another source.

Yes	133	59%
No	94	41%
Total	227	100%

3. My medical benefits are covered by my spouse/partner.

Yes	69	31%
No	157	69%
Total	226	100%

4. I do not have any medical benefits.

Yes	21	10%
No	182	90%
Total	203	100%

5. I would like to participate in California's State Disability Insurance (SDI), where a small percentage of my income would be taken out of my paycheck to go into a state fund. (Benefits are paid from the fund as a result of disability that is not job related.)

Yes	126	58%
No	92	42%
Total	218	100%

Retirement Planning

9. I contribute to the following retirement plan. (You signed up for one of three options when you were hired by SRJC.)

1) CalSTRS Defined Benefits	67	31%
2) CalSTRS Cash Balance	72	33%
3) District-provided 403(b) retirement plan administered by Fidelity Investment	44	20%
I don't know which plan I have	35	16%
Total	218	100%

10. I contribute to CalSTRS Cash Balance and would like to switch to Social Security for retirement benefits.

Yes	37	20%
No	68	37%
I am not in CalSTRS Cash Balance	80	43%
Total	185	100%

11. I have an additional retirement program from another employer.

Yes	75	35%
No	142	65%
Total	217	100%

12. I am currently drawing retirement.

Yes	36	17%
No	182	83%
Total	218	100%

Working Conditions

14. I have adequate and convenient access to a desk on campus.

Yes	153	70%
No	67	30%
Total	220	100%

15. I have adequate and convenient access to a telephone on campus.

Yes	173	78%
No	50	22%
Total	223	100%

16. I have adequate and convenient access to a computer on campus.

Yes	152	69%
No	69	31%
Total	221	100%

17. I have access to an office area on campus with sufficient privacy for counseling students.

Yes	125	56%
No	99	44%
Total	224	100%

19. I am an All Faculty Association (AFA) member.

Yes	195	88%
No	26	12%
Total	221	100%

20. I serve on District-wide committees.

No	127	58%
No, but I am interested in serving if compensated.	73	33%
Yes	20	9%
Total	220	100%

21. I serve on Departmental committees.

No	103	47%
No, but I am interested in serving if compensated.	71	32%
Yes	45	21%
Total	219	100%

22. Santa Rosa Junior College is my primary source of employment.

Yes	170	75%
No	56	25%
Total	226	100%

23. My average percent load is:

Up to 20%	37	16%
21% - 40%	60	27%
41% - 60%	125	56%
61% or more	2	1%
Total	224	100%

24. My main teaching assignment is at:

Santa Rosa Campus	163	73%
Petaluma Campus	39	17%
Public Safety Training Ctr	5	2%
Other	18	8%
Total	225	100%

25. I am employed full-time elsewhere.

Yes	30	14%
No	191	86%
Total	221	100%

26. I am employed part-time elsewhere.

Yes	91	41%
No	129	59%
Total	220	100%