

**SURVEY RESPONSE QUESTIONS  
OCTOBER 2009  
EXPANDED EXPLANATIONS**

**QUESTION #2: What are your biggest concerns about the college budget situation, as they relate to your salary, benefits and working conditions?**

**B=PAY/COLA: (30%)** This category includes those who are fearful of losing any more income and/or not receiving COLA's. Some are worried that the salary cuts may become permanent. Some respondents in this category report that they are at survival level income while others say they would agree to further cuts to avoid lay-offs. One person said that if we do not get a COLA next year, that person will no longer work here.

**C=HEALTHCARE CONCERNS: (49%)** Most respondents want to keep two plans while a few want to go to one fully paid plan; avoid paying into health care while wages are decreasing; some willing to do higher co-pays to keep fully paid care; some want care for staff while others are concerned for dependents.

**D=WORKLOAD ISSUES: (29%)** Repeating concerns of having to do someone else's work; working out of class; replacing retiring co-worker; unrealistic expectations from supervisors/deans; some people are not helping/are being selfish; more MTO=inability to complete required tasks.

**E= AVOID LAY-OFFS: (41%)** Unanimously, everyone who mentioned lay-offs wanted to do whatever it takes to not have lay-offs, bumping, etc. One respondent said to first get rid of all STNC's before any classified employees lose a position. Some suggested moving employees around to keep them employed; perhaps 1-2 month "temporary" lay-offs so that employees could collect unemployment; MTO is better than lay-offs.

**F=DEPARTMENT FUNDING: (3%)** Two respondents were worried about the funding in their department.

**G=NEED TO STEP IT UP: (1%)** One respondent said we need to suck it up and work harder and keep our jobs and make it work.

**H=PARKING CONCERNS: (1%)** One respondent complained that parking is too expensive and not convenient.

**I=CHOICES REGARDING MTO: (10%)** Respondents wanted more choices regarding when to take MTO; coincide with public schools spring break; some willing to take more MTO.

**J=RETIREMENT CONCERNS: (5%)** Those close to retiring are worried about salary as it effects their retirement benefits and also maintaining affordable health benefits.

**K=STUDENTS' NEEDS: (4%)** Concern for quality of services for students.

**L=CONTRACTING OUT: (3%)** Two respondents said that much of Graphic Services is contracted out, which they view as a contractual violation.

**M=PARTIY: (8%)** Respondents wanted ALL groups on campus to share the burden equally.

**N=BUILDING OF NEW STRUCTURES: (3%)** Concerns for the continued building while cutting back staff; using the monies for structures rather than for staff wages and benefits.

**O=DISTRICT SOLVENCY: (1%)** One respondent wanted the District to be financially healthy so that more people can feel confident of keeping a job here.

**IN ORDER OF HIGHEST TO LOWEST:**

HEALTH CARE - 49%

LAY-OFFS – 41%

COLA/PAY – 30%

WORKING CONDITIONS – 29%

MTO CONCERNS – 10%

PARITY WITH OTHER GROUPS – 8%

RETIREMENT CONCERNS – 5%

STUDENT SERVICES – 4%

DEPARTMENT FUNDING – 3%

CONTRACTING OUT – 3%

BUILDINGS – 3%

DISTRICT SOLVENCY – 1%