

FAN

Faculty Association Newsletter

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MONROE COMMUNITY COLLEGE

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<http://www.monroecc.edu/go/FA>



President's Corner

Charlie Clarke, FA President

The 2007–2008 academic year has started with a health care bang. Excellus Blue Cross Blue Shield, which is the health care carrier for approximately 87% of the members, announced they're dropping two of their more popular HMO plans (Blue Choice and Blue Choice Plus). This decision applies to all employers across the region served by Excellus. This change occurred to the surprise and disappointment of many including the senior management of the College, who receive fully funded Blue Choice Extended. Independent of upcoming negotiations, this decision means that over 235 FA members will have to mindfully explore alternative HMO plans offered by Excellus and Preferred Care. This decision will occur during the open enrollment period in November. The maximum college contribution to your health care premiums for 2008 will be \$5741.29 for single coverage; \$11,928.24 for sponsor coverage; and \$12,321.48 for a family plan. The health care program that you select will vary in benefits (e.g., co-pays for doctor's visits and prescription drugs) and in its premium cost. Higher co-pay programs are typically cheaper. You should carefully reflect on these choices in relationship to your individual and family health care needs and budget.

Independent of the above changes, the College has recently contracted with an independent health care consultant to explore the pros and cons of our present community rated health care plans versus going to experience rated health care plans. At this time, all of our health care plans are now community rated. This means that all customers of our Excellus or Preferred Care health care plans are aggregated across all participating employers and individuals to determine the cost of each plan. In any particular year individual employee utilization varies but the cost is shared equally across the community. This historically worked well and the Rochester area was considered a national success story for quality, affordable, accessible and equitable health care.

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Upcoming...

Membership Meeting

• September 24

4-5:30 p.m. – 8-200 – Brighton Campus

Agenda

- Proposed FA Budget and Dues Structure for 2007-2008
- Health Care in the Next Contract

**Charlie Clarke, President; Taine Vinci, Vice President; Patricia Kress, Secretary;
Christopher Otero-Piersante, Treasurer; Mike Goho, Teaching Director; Tim Tatakis, Teaching Director;
Randy Rezabek, Professional Staff Director; Paul Wheeler, Prof. Staff Director; Patricia Dano, Adjunct Director;
Bethany Gizzi, Grievance Chair; Joseph McCauley, Contract Chair; Ellen Mancuso, Legislative Chair;
Cheryl Mahoney, Benefits Chair; Christine Casalnuovo-Adams, Institutional Chair;
Regina Fabbro, Membership Chair; Kathy Baxter, Damon/Site Director**

This all started to change when some companies (e.g., Kodak) started to abandon community rating. This shift became a trend when Strong Memorial Hospital and the University of Rochester made a decision to abandon community rating for the probable lower cost of an experience rated health care plan. Experience rated health care for relatively large employers usually cost significantly less than community rated. The reasoning is simple. Large public and private employers with more highly educated and better paid employees, use fewer health care service dollars. By moving to experience rated plans, an employer can avoid the adverse utilization and corresponding higher cost of the shrinking community rated pool.

The down side for experience rated is that the organization must limit itself to one health care company (e.g., Excellus v. Preferred Care). Furthermore, it must also take the unlikely, but possible risk of an adverse surge in utilization that could adversely affect the cost of health care premiums for the next year. Finally, some find the surge in experience rated defections from the community rated pool morally reprehensible. It leaves the community rated pool of individuals and small businesses with more sick people, who create adverse utilization that further pushes the cost of community rating up. This creates a greater incentive for large employers to shift to experience rating. I encourage you to view the recent Michael Moore film, "Sicko," to get a feeling for the health care crisis in America.

MCC has been one of the last large regional employers to stay with community rating. On Wednesday, August 29th the Faculty Association and local CSEA leadership met with a management team and their consultants to receive an orientation and proposal from MCC to go to an experienced rated health care plan for the 2008 year. It was argued that health care costs for employees would be lowered and the College would save almost one million dollars next year. The Faculty Council met later that day and unanimously endorsed the initiation of a conversation with management on this proposal during September and October. The Council appointed the recently selected negotiations

team (Charlie Clarke, Mike Goho, Taine Vinci, Marlene Goho, Bethany Gizzi and Anne Perry) and Cheryl Mahoney, FA Benefits Chair, to represent faculty in this conversation.

We have to decide if it is in our immediate interest to shift to experience rated health care prior to negotiating our next contract during the spring semester. As your President, I would not recommend making this change now unless we have achieved an agreement from the College on their contribution to health care for the next contract. This perspective is endorsed unanimously by Faculty Council. Independent of the FA response to this conversation, both the CSEA and FA would have to agree to a change to experience rating for the 2008 year.

I will update the membership on this matter at our September 24th FA meeting (4-5:30 p.m. on 9/24/07 in 8-200).

**Faculty Council Meeting Schedule
for Fall Semester, 2007**

*Meetings begin at 3:10 p.m.
and are scheduled in 3-115*

September 12, 26

October 10, 24

November 14, 28

December 12

Members are always welcome.
Please contact the FA Office at extension 2524.

Labor Management Meetings
October 3, November 7, December 5

Attendance Reporting

Mike Quinn, MCC Controller

In an effort to reach as many faculty as possible, the MCC Controller asked for the FA's assistance in distributing this important information. Marlene Goho

Every semester the Faculty is relied on to submit their attendance rosters to Records & Registration after the 4th week of classes. For the fall 2007 semester, the attendance rosters for full term courses must be submitted to Records & Registration by **October 2, 2007**.

The College has recently been experiencing delays in the submission of attendance as numerous rosters have been submitted days, weeks and even months past the due date. This may be due to a number of reasons including the use of a new computer system. While the delays in the past may be understandable at times, it is very important that you know why we must have these rosters on time. An accurate census at this point in the semester is critical when planning revenues and related expenses throughout the year. Even more importantly, the College is at great risk of losing money due to late attendance reporting as further explained below.

Financial Aid is systematically awarded approximately 10-14 days following the attendance reporting due date and approximately 55% of our students receive financial aid every semester. However, students must attend classes in order to be eligible for FA and your attendance data is used by the Financial Aid Office to determine aid eligibility. When a student is dropped from even one class for non-attendance after financial aid is awarded, there is a good possibility that they will no longer qualify for the aid already received. If the student is no longer eligible then the College, not the student, is responsible to pay the aid back to the government; the College will then bill the student for any aid that was paid back.

Unfortunately, last spring offers many examples of what can go wrong when attendance is reported

late. Since financial aid packages (loans included) can far exceed tuition and fees, some students owe the College more than \$5,000 for just the spring semester which is extremely difficult to collect. It is estimated that over \$250,000 in financial aid was reversed this past year due to late attendance reporting which was paid back to the government and billed to the students. In many cases, these students will be sent to an outside collection agency and prevented from future enrollment until their balance is paid in full. Past experience proves collection of these types of balances very unlikely.

If attendance is reported to Records & Registration after the due date, there is a high probability that the financial aid eligibility of a student in your class will be affected. Not only does this cost the college money, it also negatively impacts future enrollment. The timeliness of the attendance reporting is critical so please remember to report on time.

Please contact Betsy Ripton in the Records & Registration office at extension 2243 should you have any questions about the attendance reporting process.

FYI...

- The Brighton FA Office is open M-F from 8:30-4:30. Reach us at extensions 2528, 2524, 2019.
- FA pocket calendars are late! They've just arrived on 9/12 and will be distributed from 9/14 to 9/18.
- Visit the FA website: www.monroecc.edu/go/fa for a link to the Contract, past FANs, and other items. You can also "search" the contract to obtain specific information by using the "search" tool provided.
- Our Damon Office is open by appointment. Call 292-2528 for appointments. Our officers are available by appointment for meetings at PSTC and Applied Technology.
- Hard copy contracts are available in the Human Resources Office, Bldg. 6-301.

Faculty with Breaks in Service

Have you had a break in service? You need to contact the FA.

Marlene Goho, Adm. Director

This is a reprint from 6/4/07. Our goal is to reach all faculty affected by this agreement.

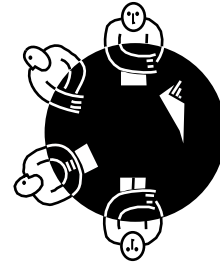
Prior to the settlement of the last contract in 2004, Article 50-Early Retirement, specified that full-time faculty members who were at least 55 and had completed at least 18 years of service, were eligible for early retirement in the first academic year these two criteria were met. The FA advanced the argument that Article 50 didn't require that one had to have "continuous" service.

College management disagreed. Faculty Association Grievance Chair, Angel Andreu, pursued a resolution with College management that resulted in an agreement on the matter. The agreement called for a modification of the language of Article 50 to occur during negotiations in 2004 to include the word "continuous" service, rather than simply "service". Additionally, it was agreed that full-time faculty hired prior to September 1, 2004, with a break in service of more than 365 days be regarded as "continuous." Further, it was agreed that full-time faculty hired after September 1, 2004, with a break in service of less than 365 days would be regarded as continuous. While several members have been identified as those with breaks in service, the FA would like to be assured no one has been missed. If you are a full-time faculty member who has had a break in service, it's important for you to contact the Faculty Association as soon as possible.

Labor Film Series Tickets...

available for great, free movies at the Dryden Theatre until 10/28. Call the FA Office at 2019 for schedule/tickets.

FA Mediation Project



Attention All Unit Members!

The FA offers a private, confidential, and safe way to resolve interpersonal conflict in the workplace through the use of trained (faculty and professional staff) mediators. Mediation is strictly confidential and a process that treats all participants respectfully. Mediation is an opportunity to engage in addressing inter-personal conflict with no paper trail and no involvement from superiors, union or administrators. If you find yourself in need of this service, please contact:

Professor Patricia Kress
FA Mediation Project Chair
292-3258

or

Marlene Goho,
Administrative Director, FA,
at 292-2528.

All inquiries are confidential.

~ Save the Date ~

The FA Holiday Party

December 14!

New location – details to follow!

Please continue to return your Contract Priority Poll Surveys.

The deadline was 9/14/07 – however, we will continue to accept surveys. If you have lost the survey, please contact the FA for a replacement.