

AFT and the District are continuing to negotiate over the cost of employee health coverage effective July 1, 2010. AFT is also proposing a continuation of the “hold harmless” clause with respect to part-timers who lose health coverage eligibility due to budget cuts.

What is the current annual cost of health care for CCSF covered faculty employees?

There are 1,197 faculty employees, excluding retirees, who receive health coverage through the S.F. Health Service System. The total cost for 2009/10, including both employee and employer premiums, is \$11.5 million.

What will be the increase in health care cost for faculty employees in 2010/11?

The insurance companies through HSS are raising premiums by an average of 8.5%, or a total increased cost of \$979K.

What does this increase mean for employee health premium at CCSF?

Absent any ability of the Union to negotiate increased contributions by the District for 2010/11, faculty premiums will rise by an average of 24%, while District premiums will rise 5%.

What is AFT proposing in negotiations regarding faculty health care premiums?

AFT is proposing that the District pick up a greater share of the increases at least equal in percentage increase to faculty premium increases. Under our proposal, both employer and employee premiums would increase by an average of 8.5%.

How much would this proposal cost?

The District would need to budget an additional \$444K for 2010-11, for a total increase of \$768 over 2009/2010. Faculty premium increases would total \$211K.

Would more of the additional money go to pay for Blue Shield premiums as compared with Kaiser?

Yes. Blue Shield and City Plan premiums are rising at a much faster rate than Kaiser, 11% and 15% respectively. Kaiser rates are going up 5%. It therefore costs much less to keep Kaiser rates equal to current employee rates than it would for Blue Shield. Faced with the steep increases in Blue Shield premiums, AFT, through its Delegate Assembly, decided to propose that Kaiser employee rates stay the same as this year (rather than trying to lower them) in order to further offset the Blue Shield increase in rates.

What percentage of the faculty are covered under Blue Shield and Kaiser?

The majority of covered faculty are in Blue Shield, 51%. 45% are in Kaiser and 4% in City Plan.

Current Ee Rates and District Subsidy of Faculty Health Premiums (all rates are semi-monthly)

	Ee Premium	CCSF Subsidy*	Ee Premium	CCSF Subsidy*
Ee only	1.00	6.49	4.42	0.00
Ee + 1	80.00	159.16	164.74	80.00
Ee + 2	245.00	186.43	199.22	245.00

**The District subsidy is negotiated by AFT. In addition, SF City Charter mandates that the District pick up 224.69 per employee in 2009/10, rising to 294.19 in 2010/11.*