

Balance Sheet

April 26, 2005

Balance Sheet

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Dianne Ruggiero
UFF-BCC President
Central Campus
Building 9, Room 135

Bargaining Update

Faculty and Administrative Openers Three openers were presented by each team at the March 31 and April 13 meetings: Administration

Opener #1 - Drug testing of those employees who appear to be under the influence. The "reasonable suspicion" will be determined by a "qualified" administrator. Administration

Opener #2 - Results from Student Opinion of Instruction to be placed on the College's webpage as requested by students at the Board of Trustees forum. A new form will be used instead of the present student evaluation. Administration

Opener #3 - A change in the policy on leave of absence that would terminate the person's position after two years and

pass the insurance cost to Medicare after that time.

UFF/BCC Opener #1 - The following statement will be added as Article 5.30 of the Contract: Fulltime Faculty members will be afforded the right of first refusal to extra-pay assignments before an Adjunct Faculty member is assigned any teaching assignments.

UFF/BCC Opener #2 - A determination of seniority in Faculty assignments clause would be used to determine how disagreements would be resolved.

UFF/BCC Opener #3 - Article 2.80, Professional titles to be expanded to include Librarians and Counselors to be called "Professor/Librarian or Professor/Counselor". The Faculty member will still be required to apply for a title change in writing and meet the present requirements. The next meeting is on April 29, 2005 at 1:00 pm on Central Campus, Dean's Conference Room. Come on out and support your team!!!



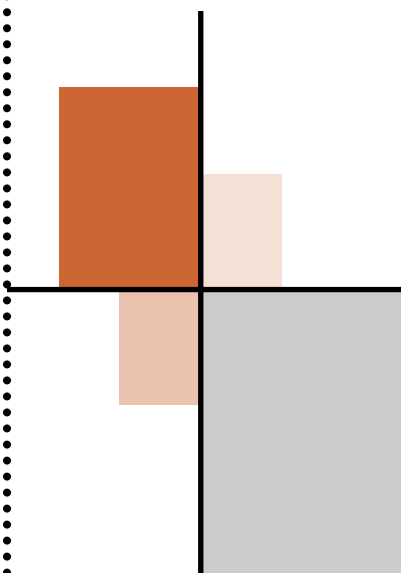
UFF Senate Report

The UFF Senate met during April 2-3, 2005, in Orlando. Two actions approved by the Senate are of interest to you: 1) The dues rebate to UFF chapters are raised from 10% to 12%: our chapter will receive about \$2000 more in dues rebates during the 2005-2006 academic year. 2) A motion passed expressing strong and unequivocal opposition to the so-called academic freedom bill that was introduced in the Florida legislature this legislative session. Among the community colleges, our chapter continues to have the highest percentage, sixty-six percent, of Faculty members as UFF members. STUDENT ACADEMIC FREEDOM BILLS The Florida Senate and House are currently considering Student Academic Freedom bills. One of them states that professors have the right to academic freedom, but adds that students should not "be infringed upon by professors who persistently introduce controversial matter into the classroom that has no relation to the subject of study and serves no (teaching) purpose." When a controversial issue is introduced in the class, all sides must be heard and given equal time. Two recent

UFF Senate Report (Continued)

selections could mute debate and “threaten fundamental rights and liberties.” 4/12/05 – In response to some students facing lawsuits for exchanging music and films on Internet II, University of California spokesperson, Bob Sanders, states policy: “This is an open environment. We don’t want to restrict use of the Internet. We don’t want to monitor people’s daily use of the Internet.”

statements on Academic Freedom: 4/14/05 – George Mason University’s faculty senate passes a resolution critical of the chilling effects of the Patriot Act on Academic Freedom: “The preservation of civil rights and liberties is essential to the well-being of a democratic society and an academic environment.” Secretly reading e-mail or reviewing a person’s Internet activities or literary selections could mute debate and “threaten fundamental rights and liberties.” 4/12/05 – In response to some students facing lawsuits for exchanging music and films on Internet II, University of California spokesperson, Bob Sanders, states policy: “This is an open environment. We don’t want to restrict use of the Internet. We don’t want to monitor people’s daily use of the Internet.”



Response Regarding Request for Proposals for Insurance Coverage

In response to the frustration over why a publicly funded institution has not opened Requests for Proposals from competing health care providers in over five years, Ed Henn, VP for Human Resources and Administration sent the following memo. The following was received from Dr. Ed Henn, VP for Human Resources and Administration:

Hi Dianne:

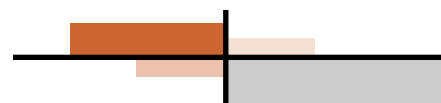
Just spoke with Debbie Nycz, and she mentioned that you might be interested in hearing the reasoning behind why the College is not currently considering issuing an RFP for Health Insurance. A majority of the rationale stems from the fact that we are self-insured, and set our own coverages, based on what we can afford. Therefore, the main things we would compare in an RFP are: extensiveness of network, availability of physicians, administration fees and network access fees. In all these areas, and in overall satisfaction, CIGNA continues to be very competitive. Also keep in mind that many, if not most, physicians belong to several of the major plans. That being said, do mistakes occur? Yes, but in all fairness, they do not always rest with the insurance company. While privacy laws prohibit me from mentioning specifics, I've been privy to instances where mistakes have been made by administrative staff at Dr's offices, labs and hospitals, and even have run into a very few cases where the trouble stemmed from a professional failing to follow agreed-upon procedure. And yes, patients are occasionally at fault, as is CIGNA. Still, another reason we are pleased with CIGNA is they have been very responsive to our requests to sort out problems that are brought to our attention. Unfortunately, if someone

experiences problems and chooses to complain to other than the Benefits Office, there's not much we can do. We know the market conditions, through Lloyd Rhodes' expertise, so we are confident that we are receiving a good value. Also, we have implemented several programs to help improve the way patients deal with their illnesses, and recently have agreed to integrate our Express Scripts records with CIGNA to enhance our disease management program. In all cases, CIGNA has been extremely receptive to our needs. Lastly, there is a great deal of upheaval involved in switching over plans. While we would not hesitate to undergo that process if we considered the services we receive to be less than satisfactory, we would consider it imprudent to do so when, on the whole, things are running smoothly. I hope this answers any questions you might have; let me know if I can provide any more information to you.

Ed

Dr. E. M. Henn
Vice President for Financial and Human Resources
Broward Community College
225 East Las Olas Blvd.
Fort Lauderdale, FL 33301
954-201-7405

I would be interested if you agree or disagree with Dr. Henn's assessment of Cigna's performance. There is no financial cost to look around and see what else may be available, especially in light of proposed increases (see "Prognosis Dim," page 3). There is no financial cost to look around and see what else may be available. —Dianne



Election Results

March 10-11, 2005

President – Dianne Ruggiero (46)
Vice President – Catherine Leisek (44)
Treasurer – Lorenzo Harrison (43)
Secretary – Daniel Rieger (45)

UFF Senators

Dianne Ruggiero* (36)
Jim Lansing (36)
Tom Green*(35)
Barbara Klemm*(35)
Neil Linger*(33)
Daniel Rieger(31)
Catherine Leisek(30)
Edward Erazo(21)
Teresa Hodge(15)

Alternate UFF Senators

Robert Heppler(14)
Damon Davis(14)
Frank Deleo(13)
Lulrick Balzora(8)
Ron Hulewicz(5)

* Also, FEA-RA Delegates

The following BCC Faculty were elected to statewide positions:

Tom Green —

FEA Governance Board, UFF delegate to the 2005 and 2006 NEA Representative Assembly, and UFF Delegate to the 2006 AFT National Convention.

Betty Brady —

UFF Delegate to the 2005 and 2006 NEA Representative Assembly

Dan Rieger —

Vice President of the Community Colleges Bargaining Council and UFF statewide Steering Committee.

Prognosis Dim in Health Report

On April 8, the insurance advisor for the College, Mr. Lloyd Rhodes, and Human Resources and Cigna representatives held an Insurance Informational Presentation where the following recommendations were presented as ways to cover, what they claim were, increasing insurance costs:

Broward Community College

Possible Changes - January 1, 2006

*** Freedom of Choice Plan ***

Current
Proposed
Estimated Savings

Change PPO Plan Design PPO

Open Access POS*
minus 6 to 7%

Change PPO Plan Design PPO

Consumer Driven High Deductible Health Plan & HRA's*
minus ??

*** EPO Plan ***

Current
Proposed
Estimated Savings

Increase

hospital admission co-pay
\$100 per admission
\$250 per admission
minus ??

Increase

outpatient facility copay
\$50 copay
\$100 copay
minus ??

Increase

hospital emergency room visit
\$75 copay
\$100 copay
minus ??

Increase

physician office co-pay
\$15 copay
\$20 copay
minus ??

POS – Point of Service plan would result in a smaller network of doctors to choose from and no in plan doctors out of state. Consumer Driven/HRA's are Health Reimbursement Accounts in which credits are deducted from your account as you use them. Mr. Rhodes proposed Increases in prescription drug costs to \$10/30/50 for retail prescriptions and \$20/60/100 for a three month mail order supply through Express Scripts. Those employees considering retirement face the following monthly costs:

Over 65	Under 65	Single
HMO \$321.97	\$400.17	
PPO \$618.28	\$696.48	
Emp+1 HMO	\$584.04	\$740.44
PPO	\$1,131.14	\$1,287.62

Dental/Single	HMO	\$19.10	\$19.10
PPO	\$32.86	\$32.86	
Emp+1 HMO	\$30.53	\$30.53	
PPO	\$58.91	\$58.91	

Many of you have expressed your concerns over the out-of-pocket increases that occurred this past January 1 and frustration that fewer doctors are participating in Cigna HMO. The Executive Council of UFF/BCC had requested a meeting to discuss insurance with Mr. Rhodes last year. However, Ed Henn, the VP for Human Resources, denied that request claiming that Mr. Rhodes works for the Administration and not the Faculty. This matter is now in arbitration and a hearing is scheduled for June 3, 2005.

UFF/BCC
"Working to restore the Balance"

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UFF/BCC is on the Web!
<http://www.uffbcc.org>

DIANNE RUGGIERO
President
201-6733

DEBBIE NY CZ
Vice-President
201-6744

LORENZO HARRISON
Treasurer
201-2083

DANIEL RIEGER
Archivist/Secretary
201-2451

BOB HEPPLER
Communications
201-6896

ED ERAZO
College-wide
Contract
Enforcement
201-6489

JIM LANSING
Gov. Relations/
Political Action
201-2296

BARBARA KLEMM
Insurance
201-6657

CATHERINE LEISEK
Negotiations
201-6506

STEVE DAVIS
Public Relations
201-8906

Membership Form

I authorize Broward Community College to deduct per pay period from my pay, beginning with the pay for the first full period commencing at least seven (7) full days from the date this authorization is received by the College, membership dues in the United Faculty of Florida in such an amount as may be established from time to time in accordance with the Constitution and By-Laws of the UFF and certified in writing to Broward Community College by the UFF Secretary-Treasurer. And I direct BCC to pay over the sum or sums so deducted to the UFF Secretary-Treasurer.

This authorization shall continue until either (1) revoked by me at any time upon thirty (30) days written notice to the college and the UFF, (2) the cessation of employment, or (3) my transfer out of the bargaining unit.

Employee's Signature

Date

Print Name

Campus

Home Address

Building/Room BCC Phone

City/State/Zip Code

Department

Social Security Number

Home Phone

Dues payments to UFF and FEA-NEA are not tax deductible as charitable contributions for Federal Income Tax purposes. However, they may be tax deductible under other provisions of the Internal Revenue Code. Please return this form to Dianne Ruggiero, Bldg. 9, Rm. 135, Davie Campus, x-6733. Dues are 1% of your regular salary and may be deducted from each paycheck. If you wish, dues may be paid in one lump sum.

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Tallahassee, FL 32301
Phone: 850-224-8220 Fax: 850-222-1763

Steven Weinberger, Esq.
Executive Director
Steven.Weinberger@floridaea.org

Have questions?
Email us at: UFF@floridaea.org for general information and questions about membership, meetings, chapters and publications.

