Dear Colleagues,

Over the next months, the Health Care Task Force will be discussing with UCOP Human Relations our health plans for 2012. In the fiscal circumstances currently facing the university, there will more than likely be painful decisions to be made that may result in higher costs, decreased benefits or both. In order to orient our discussions, HCTF would appreciate feedback from the campus Faculty Welfare committees. In particular, we would appreciate your views on the following:

1. Would you have a preference for premium increases or a combination of premium increases and co-pay increases for physician office visits and/or drug prescription? If the latter, what level of increased co-pays would be reasonable?

2. Would you favor an across-the-board increase in premiums to all recipient categories, or differential increases to single, single+spouse/partner, family, etc? If the latter, would a disproportionately large increase in the family plan be acceptable?

3. Should premium increases be distributed evenly or differentially across pay-bands? If differentially, how should the costs be borne at the different bands?

4. To reduce the impact of health care increases, would you favor elimination of dental and/or vision-care? How much savings in premium costs would warrant elimination of these benefits?

To the extent that any of these measures were to be implemented in order to save costs, would you please rank order them in acceptability.

HCTF would also be interested in any other suggestions that the campus welfare committees might have that would be of assistance in our discussions with UCOP/HR.

We would appreciate your answers soon as possible, although responses received prior to the next HCTF meeting on April 6th would be most welcome.

Thank you very much for your assistance.

Robert May
Chair, UCFW/Health Care Task Force