

FAUST Benefits Survey Results Executive Summary

The FAUST benefits survey ran from 2-6 Feb. 2017.

108 Full-time faculty FAUST members were invited to take the survey and 73 responded, giving a 67.5 % response rate.

The survey suggests that overall, FAUST members are satisfied with the current benefits plan.

The registered level of satisfaction is highest in response to Question 3: “Extended health benefits (e.g. massage therapy, psychologist, acupuncture, naturopath)...” and Question 2: “Extended health benefits (e.g. chiropractor, osteopath, chiropodist/podiatrist)...”

The registered level of satisfaction is lowest in response to Question 8: “Vision care coverage...”; Question 6: “Orthodontic coverage.”

In response to Question 9: “Taking our complete benefits program into consideration, please identify the benefit that you consider to be the most important benefit overall,” respondents identified dental care, prescription drugs and vision coverage as the most important coverages.

In response to Question 10: “We welcome your comments on other individual items and the benefits program as a whole,” respondents expressed their satisfaction with the current benefits plan. They highlighted improved benefits for faculty over 65 and over 70 as a priority, as well as improved vision care.

More complete results are available in the attached document.

Recommendations:

Overall, the changes to the plan in 2014 represent a significant achievement. Insofar as further changes can be made, we recommend adjusting the following areas:

- Increase drug coverage to 85% or 90%, if costs are not prohibitive.
- Improve post-65 and post-70 benefits.
- Improve vision care coverage to \$275/year or decrease co-pay to 10%.
- Decrease co-pay for orthodontic coverage and/or increase lifetime maximum for this benefit beyond \$2500.