

**SPECIAL  
POINTS OF  
INTEREST:**

**FUSA membership costs one percent of your annual base salary.**

**FUSA members have access to benefits not available to non-members**

**FUSA represents your best interests at the bargaining table**

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# FUSA Informant

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## READ THIS BEFORE YOU MAKE

## OPEN ENROLLMENT DECISIONS

Open enrollment for HCC employees will be held between April 23 and May 20. Since you will have to live with whatever decisions you make until next year, you might want to think about a few things before you complete your enrollment.

Did you know that the pre-paid legal plan offered at the college prohibits the lawyers from answering any question related to HCC? This plan, with the identity theft feature, costs nearly \$300 annually.

One way to have access to legal advice without purchasing this plan is to become a FUSA member. Members receive free attorney referral services and consultations.

A few weeks ago, Liana Fox made a startling discovery about the supplemental life insurance she has been paying for through HCC. She shared her news in an email to faculty:

"I found out the hard way that when HCC changed providers for life insurance, they also significantly changed the "portability" features and cost after separation from the college. Those of us



who bought these supplements (which were originally portable) and have been paying for them for years no longer have a product similar to the one we originally purchased when it comes to "portability" (the ability to continue coverage after retirement or separation). The portability option is now so costly (for me \$15,000+ a year) that it is unrealistic to continue.

"The college apologized to me for not notifying us of that major change which occurred sometime in 2005.

"But apologies do not help those of us who are now older and not as healthy as when we made financial decisions based on the premise of having purchased portable term life insurance for years.

"Think this over and ask HR how it applies to your situation BEFORE you decide to renew your supplemental life insurance during Open Enrollment. There are 80 faculty over the age of 50 who are presently purchasing supplemental life and didn't know about this significant change."

Luckily, FUSA members have the option to purchase life insurance through special programs offered by NEA and AFT. These are but two of the ways that FUSA membership can help keep money in your wallets through its benefits program.

But the best benefit of being a FUSA member is that you will become a part of the collective of voices that speaks up for your rights as an educator. You will have a committee that represents you during contract bargaining, and that committee will always keep your best interests in mind.

You can review all of the benefits of membership by visiting the FUSA website at <http://www.fusahcc.org> and selecting the "About UFF-FUSA" tab.

**FUSA membership: It's not expensive; it's priceless!**

## Graduation: May 4



FUSA will host a special reception for all faculty members on May 4 from 11:30am until 1:30pm, just prior to the graduation ceremony.

As is custom, this year's retirees will be honored and presented with appreciation plaques for all their years of service.

The reception is a special time for all faculty members to sit around, relax, have some refreshments, and visit with others.

Those who are not yet FUSA members will have the opportunity to join and will receive a \$50 cash rebate on the spot. As an added bonus,

new members will receive three for free, three months of membership with no deductions taken from your check until the fall semester.

Please join us at the Florida State Fairgrounds Expo Hall on Friday, May 4.

### HCC's 43rd Annual Commencement Ceremony

Friday, May 4  
2:00 p.m.

Florida State Fairgrounds  
Expo Hall

*"Do not go where  
the path may lead;  
go instead where  
there is no path  
and leave a trail."*

*-Emerson*

## What FUSA does for you

- protects YOUR academic freedom and tenure
- defends and improves YOUR faculty rights
- advances academic excellence
- gains economic benefits
- improves economic status
- negotiates the best possible working conditions (workload, instructional resources, equipment)
- influences policy decisions
- improves faculty's role in decision-making
- assures fair and equal treatment
- represents and defends you

## FUSA affiliates with

United Faculty of Florida (UFF), Florida Education Association (FEA), National Education Association (NEA), American Federation of Teachers (AFT), and AFL-CIO to

- increase your voice and power
- advocate the interests of all educators
- add political strength in lobbying the Florida Legislature, the United States Congress, and other agencies,
- share professional development strategies and opportunities,
- provide employment liability insurance,
- provide free attorney referral services and consultations,
- provide free life and AD & D insurance
- provide low-cost disability, auto, and homeowners insurance,
- provide consumer discount programs, and provide additional member benefits

**Consider Joining Today!**