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## RES 2013-01 2014 Healthcare Benefit decisions

University of Dayton. Academic Senate

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Resolution to the Academic Senate

Title: 2014 Healthcare Benefit decisions

Submitted by: Carolyn Roecker Phelps, Ph.D. on behalf of the Academic Senate

Date: November 8/November 15, 2013

A special meeting of the Academic Senate was called on November 8, 2013 and was resumed on November 15, 2013 to discuss changes made in the 2014 UD employee and graduate student healthcare benefits. The Academic Senate discussed, voted, and approved the following resolutions which were forwarded to President Daniel Curran, Vice President Thomas Burkhardt, Vice President Joyce Carter, and members of the Human Resources Advisory Council:

- *Resolved, that the Academic Senate recommends the University of Dayton not make any binding commitments on changes to healthcare insurance benefits for employees until the HRAC has had an opportunity for meaningful consultation (including but not limited to soliciting feedback from HRAC members on those specific changes).*
- *Resolved, that the Academic Senate recommends the 2014 Health Care Plan be modified to continue to include GA spouse and family coverage.*
- *Resolved, that the Academic Senate recommends the University reconsider the disproportionate increase seen in 2014 for coverage for employees (and employee families) where both spouses are UD benefit-eligible.*
- *Resolved, that the Academic Senate recommends that Human Resources, after consultation with the faculty and staff, reconsider the balance between premiums and total out of pocket expenses for 2015's health benefit plan.*
- *Resolved, that the Academic Senate recommends the University consider constructing a salary-based sliding scale for premiums, co-pays, deductibles, and out of pocket costs in order to lessen the burden on those who are most vulnerable.*