University Senate Resolution Requesting an Increase in Employer Contributions to Health Care Benefits

WHEREAS, During the last several years, WKU employee contributions have not changed in many tiers (employee, employee + spouse, employee + children, family), but the plans themselves have lost significantly in value requiring higher and higher co-payments, and out-of-pocket expenses. The reduction in value leads to significantly higher costs for WKU employees.

WHEREAS, Data from 2009 indicate that even with recent increases in employer contributions from Western Kentucky University our employer contributions are still significantly below those of Benchmark Institutions and other Kentucky universities and colleges.

WHEREAS, A larger WKU contribution is needed to halt the continued erosion of plan value; therefore, be it

RESOLVED THAT The University Senate urges the University to increase its employer contribution to faculty and staff health care benefits within the next two years to at least benchmark average; and be it

FURTHER RESOLVED THAT The University Senate requests that appropriate administrators respond to the University Senate as to the action taken on this resolution.

Endorsed unanimously by the Faculty Welfare and Professional Responsibilities Committee, Nov. 21, 2011