

A special meeting of the University Senate was held in Room 126, Winston Hall on Thursday, May 22, to hear of new developments in health care coverage.

President Larry Daniel called the meeting to order at 3:00 PM.

Gloria Muday reported on behalf of the Senate's Ad Hoc Committee on Health Care. Last year's allocations for health care fell short because there were more participants in the plan and higher costs per participant than anticipated. The University absorbed the cost overrun.

Muday reported that in planning for the coming year, the administration considered keeping the 60/40 split on premiums, but shifting some costs by increasing the deductibles and establishing coinsurance. The Health Care Committee advocated increasing the premiums instead, even if that moves the cost to a 55/45 split, because the premiums are paid in pre-tax dollars, and because this strategy would ease the burden on those most affected by illness and on the lowest paid employees. The committee reported that the administration was not receptive to their proposal.

Dale Dagenbach reported on behalf of the Senate's Fringe Benefits Committee showing a comparison of WFU and the cross-admit universities. The new plan would place WFU health care benefits near the bottom (8th out of 9) in terms of the cost of health care to employees.

Discussion of these events followed with several questions/issues raised:

- 1) Why did the Reynolda campus go separate from the medical school in self-insurance plans?
- 2) This is another significant loss of benefits to employees
- 3) Why is the administration unwilling to meet with the Health Care Committee and consider its recommendations?

The following resolution was passed by unanimous vote:

The University Senate endorses the principles stated by the Senate Committee on Healthcare. Namely, that it is most desirable for the University to allocate additional funds to maintain the current insurance plan benefits along with the 60/40 sharing of costs between the university and employees.

If this is not feasible, the burden of the shortfall in funding should not be borne by shrinking the plans benefits (e.g., through larger co-payments, deductibles and co-insurance); and that benefits be preserved as much as possible by increased premiums, which are paid with pre-tax dollars.

The meeting adjourned at 4:01 PM