

**Resolution to Defend the Faculty Handbook
And Approve \$1.5 Million Cost Shifts on Health Benefits Initiated in FY08**

March 9, 2009

PASSED

Whereas the Ohio University *Faculty Handbook* is official university policy (*Handbook*, p. 1), and

Whereas the Faculty Senate has an obligation to current and future faculty, as well as to its predecessor Faculty Senates, to uphold and defend the *Faculty Handbook*, and

Whereas employee monthly health care contributions were raised on July 1, 2007, without consideration by the Faculty Senate, let alone the Senate's approval, and

Whereas this action is a clear violation of the *Faculty Handbook*:

Be it resolved that employee contributions to the health care benefit be immediately rolled back to the level of contributions in force during the 2006-2007 fiscal year, and

Be it further resolved that the excess contributions collected from employees since July 1, 2007, be returned via a "premium holiday."

Furthermore,

Whereas President Roderick McDavis acknowledged and apologized for the incorrect handling of the process leading to the approval of the increases in employee monthly contributions of July 1, 2007, during his report to this Senate of January 12, 2009, and

Whereas during that meeting of the Faculty Senate, President McDavis also expressed his willingness to find an appropriate resolution to this dilemma, and

Whereas the employees of Ohio University have already experienced reductions in compensation through these increased health care contributions initiated in FY08, in a spirit of collegiality,

Be it further resolved that the roll back and reimbursements recommended above be declined by the faculty if Ohio University agrees to set employee health care costs for FY10 at FY09 rates.