

RESOLUTION
ON THE INCREASE IN HEALTH BENEFITS COSTS FOR EMPLOYEES

Finance and Facilities Committee

May 11, 2009

Second Reading and Vote

Whereas the University administration increased employee health care contributions in FY08 by \$1.5 million without securing Faculty Senate approval, as required by the *Faculty Handbook* (III.A); and

Whereas the President informed Senate in January, 2009 that this had occurred due to an oversight; and

Whereas the President, on March 13, 2009, announced \$2.1 million in University cost savings on health care for FY10 that included substantial cost shifts to employees including a spousal surcharge, a new deductible, and increases in office visit co-pays and co-insurance limits; and

Whereas only \$860,000 of these changes (mandatory generic drug, mandatory mail order, premium charged to highest paid OU spouse) were approved by Faculty Senate;

Be it resolved that Faculty Senate declares that the administration of Ohio University has once again violated the *Faculty Handbook*, this time knowingly, by increasing employee health benefits costs (total contributions) without Faculty Senate approval.

Be it further resolved that the administration rescind the portion of the \$2.1 million in University cost savings that exceeds the \$860,000 in changes that received Faculty Senate approval (mandatory generic drug, mandatory mail order, premium charged to highest paid OU spouse).