Committee Charge
The Senate Committee on Faculty Benefits (FB) shall investigate and regularly report to the Senate on the adequacy and other attributes of the University’s provisions for salaries, retirement benefits, sabbatical leaves, hospitalization and medical insurance, life insurance, other insurance, investment and savings plans, travel reimbursement, housing benefits, educational benefits, recreational benefits, and other perquisites, benefits and conditions of faculty employment.

Summary of 2002-03 Committee Business
FB.96.02 Child Care
FB continues to monitor this issue.

FB.98.02 Privacy of Social Security Numbers
FB continues to monitor this issue.

FB.99.01 Voluntary Tax Sheltered Matching Contribution Plan
FB continues to monitor this issue.

FB.01.04 Dental Plan
FB continues to monitor this issue.

FB.01.05 Health Coverage for Contraception
FB reviewed the Equal Employment Opportunities Commission’s (EEOC) decision regarding contraceptive coverage. EEOC issued a Commission Decision in December 2000 stating it is a violation of Title VII of the Civil Rights Act for an employer to fail to provide insurance coverage for prescription contraceptives when offering coverage for other prescription drugs and devices. FB presented a resolution to Senate in March stating:

- UIUC’s current health coverage for contraception allows employees to fill some oral contraceptive prescription through McKinley Health Center at no cost.
- This arrangement does not meet legal provisions of the Equal Employment Opportunities Commission’s (EEOC) Title VII of the Civil Rights Act which states that it is a violation of Title VII to fail to provide insurance coverage for prescription contraceptives when offering coverage for other prescriptions and devices.
- Central Management Services does not mandate full health coverage for contraception with local HMOs.
- Neither local HMO nor Quality Care offers a full range of contraception coverage.

Therefore Be It Resolved: The Urbana-Champaign Senate urges the administration to provide coverage for the full range of contraception services for University employees.

FB.02.02 Campus Parking
FB continues to monitor and collect information on this issue.
Items Under Study by the Committee

FB presented an informational document to Senate in November inviting input on the main agenda items for the year: campus parking, dental care, health coverage for contraception, health care coverage for same-sex partners, and child care.

Resolution on Benefits

FB presented a resolution to Senate in March stating:

- The administration has historically focused faculty funding concerns primarily on salary and not benefits.
- UIUC benefits are near the bottom of benefits in comparison to peer institutions.
- Increases in benefits have not matched increases in costs of the services they cover.

Therefore Be It Resolved:

1. The Urbana-Champaign Senate asserts that benefits are as important as salary, hence as salaries increase benefits needs to increase proportionally.

2. The Urbana-Champaign Senate urges the administration to develop a plan, in consultation with appropriate faculty groups, for attaining benefits that fall within the top third of those offered by peer institutions.

Items that FB plans to address in the Fall include:

- Health plans/ Benefits Center
- Extension staff access to insurance providers
- Mental health coverage
- Meet with AFSCME representative to discuss faculty input on benefit negotiations

FACULTY BENEFITS
Norm Denzin, Chair
Jenny Barrett
Harry Hilton
Alfred Kagan
Harriet Murav
Alan Nathan
Stan Wasserman
James Davito, Ex officio (designee)
Terry Jobin, Observer
Mary Ellen O’Shaughnessey, Ex officio
Ronald Peters, Ex officio
Judy Rathgeber, Ex officio (designee)
Mark Roszkowski, Ex officio
Wesley Seitz, Ex officio
Beth Slotnick, Ex officio (designee)