

UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN SENATE

Committee on Faculty Benefits
FB.03.03 Annual Report for 2002-03
(Final; Information)

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 contraception 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.

FB.03.01 **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.

FB.03.02 **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)*