

## Resolution on Changes to Health Insurance Benefits

**Whereas**, the Faculty Senate Welfare Committee, as per the ECU faculty handbook, “shall be available as an advisory agency to the President of the University and/or Provost of the University on those matters relating to compensation and benefits for the faculty-at-large;” and

**Whereas**, neither the Committee, nor the Faculty Senate, nor the faculty at large has had a genuine role in formation of budgetary and benefits policy beyond the opportunity to react to proposed plan changes, administrative claims to the contrary notwithstanding; and

**Whereas**, the proposed changes in healthcare insurance represent premium increases for faculty and staff of anywhere from 200 to more than 400 percent, depending on plan chosen – for example, the premium will increase from \$41.09 to \$170.62 per month for a single employee remaining on the “standard plan” and will increase from \$472.54 to \$963.61 per month for a family remaining on the “standard plan;” and

**Whereas** these increases constitute a severe hardship for faculty, to the point where many will have to choose between financial solvency and undertaking unwarranted healthcare risks; and

**Whereas** ECU staff, who generally earn incomes of 25 to 50 percent of faculty earnings, will face an insurmountable challenge in paying these increased costs; and

**Whereas** resolving budgetary problems by placing the largest burden on those who earn the least income and are most financially vulnerable represents a grievous moral and ethical lapse, particularly for a public university that has defined itself as a champion of first-generation college students who come from lower-income backgrounds; and

**Whereas** these proposed changes have already lowered faculty and staff morale and have caused excellent faculty to seek employment elsewhere, and will render efforts to recruit new faculty extremely difficult; and

**Whereas** these effects are also in irreconcilable conflict with the ECU Strategic Plan, entitled “Make No Little Plans: A Vision for 2020,” particularly Strategic Initiative 1.1, “Invest in Our Faculty,” and strategy 1.1.5, “Recruit and retain faculty who are highly qualified in their discipline and demonstrate excellence in teaching”; therefore:

**Be it resolved** that the Faculty Senate rejects the changes in health insurance payments accepted by the Board of Regents on September 21, 2016; and

**Be it resolved** that the Faculty Senate returns the proposal to university administration for reformulation, this time with full participation by the Faculty Senate Welfare Committee, the Faculty Senate as a whole, and faculty and staff at large.