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6 **RESOLUTION TO RESTORE BOARD RETIREE GROUP HEALTH INSURANCE BENEFIT TO**
7 **PREVIOUSLY PROMISED LEVELS**
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10 **WHEREAS**, UW Regulation 4-2(VI.B) (Board Retirement) states, “Any employee who (1) has
11 completed twenty-five (25) years of full- or part-time benefitted service with the University;
12 (2) has attained the age of sixty (60) with fifteen (15) years of University full- or part-time
13 benefitted service with at least ten (10) consecutive years of uninterrupted service
14 immediately preceding the date of retirement; or (3) elects an early retirement program
15 authorized by state statute shall be designated Board Retired at the time of retiring”;
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17 **AND WHEREAS**, Board Retirement eligible employees receive certain benefits upon
18 retirement;
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20 **AND WHEREAS** prior to July 1, 2016, Board Retirement eligible employees received a
21 conversion of up to 960 hours of accrued sick leave, at a rate of 1.5 months of coverage for
22 each 40 hours of accrued sick leave, to a state contribution for group health insurance,
23 effectively providing up to three years of state contribution for group health insurance;
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25 **AND WHEREAS**, on June 15, 2016, the University of Wyoming Board of Trustees amended
26 UW Regulation 4-2(VI.B) by adding a section (ii) that provides that any employees who
27 were not Board Retirement eligible as of July 1, 2016 will now receive “[p]ayment for one-
28 half (1/2) of the current unused sick leave balance on the date of retirement not to exceed
29 480 hours”;
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31 **AND WHEREAS**, this amendment to UW Regulation 4-2(VI.B) constitutes a considerable
32 reduction in benefits for Board Retirement eligible employees that can materially and
33 adversely impact retirement plans for long-term UW employees who were planning to
34 retire in the next few years;

35 **AND WHEREAS**, the University of Wyoming Board of Trustees reduced this vital benefit,
36 without prior notice to or consultation with the University faculty and staff, penalizing
37 many of the University's hard-working and devoted employees; therefore,

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39 **BE IT RESOLVED THAT** the Faculty Senate request the Board of Trustees to reverse its
40 action and reinstate the Board Retirement group health insurance benefit as it has existed
41 for at least the past twenty-five years and continue to confer the original benefit on all
42 employees who become Board Retirement eligible on or after July 1, 2016, or, in the
43 alternative, make any reduction in benefits applicable solely to benefitted employees hired
44 on or after July 1, 2017.

AUTHENTICATION: *The foregoing Faculty Senate Resolution 333, duly adopted by the Faculty Senate of the University of Wyoming under date of October 24, 2016, is hereby transmitted to the President of the University of Wyoming for review in accordance with UW Regulations.*



Scott R. Shaw
Chair of the Faculty Senate