1 2 3	Faculty Senate Resolution 333, as amended	Introduced by Senator Robert Sprague on behalf of the Executive Committee	
4 5 6 7 8		SOLUTION TO RESTORE BOARD RETIREE GROUP HEALTH INSURANCE BENEFIT TO PREVIOUSLY PROMISED LEVELS	
9 10	WHEREAS, UW Regulation 4-2(VI.B) (Bo	oard Retirement) states, "Any employee who (1) has	
11	completed twenty-five (25) years of full-	urs 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";		
16			
17	AND WHEREAS, Board Retirement eligible employees receive certain benefits upon		
18	retirement;		
19			
20	AND WHEREAS prior to July 1, 2016, Bo	ard 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	f state contribution for group health insurance;	
24			
25	AND WHEREAS, on June 15, 2016, the U	niversity of Wyoming Board of Trustees amended	
26	UW Regulation 4-2(VI.B) by adding a sec	ction (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";		
30			
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,
- 38
- **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.

Acat R. Shaw

Scott R. Shaw Chair of the Faculty Senate