



SENATE RESOLUTION #2524

TITLE: Statement in Support of Faculty Senate Resolution #333

DATE INTRODUCED: November 15, 2016

AUTHOR: Senator Julian

SPONSORS: Senators Farley, Kennedy, Morton, and Powell

1. WHEREAS, it is the purpose of the Associated Students of the University of Wyoming
2. (ASUW) Student Government to serve our fellow students in the best manner possible
3. through professional interaction with campus programs and organizations; and,
4. WHEREAS, the Faculty Senate of the University of Wyoming (UW) has unanimously
5. passed Faculty Senate Resolution #333: Resolution to Restore Board Retiree Group Health
6. Insurance Benefit to Previously Promised Levels; and,
7. WHEREAS, it is an expressed goal of the 104th ASUW Student Government to work towards
8. faculty retention as this directly impacts the student experience; and,
9. WHEREAS, the creation of Faculty Senate Resolution #333 was in response to what has
10. been presented in very public fashion as “a little-noticed change in the University of
11. Wyoming’s retirement plan [that] will cut millions in employee health insurance benefits for
12. future retirees” (“UW Retirement: Change will cut millions in benefits to future UW
13. retirees,” *Casper Star Tribune*, October 10, 2016); and,
14. WHEREAS, such widespread and negative press exposure will impact the morale of current
15. faculty members, potential employees of UW, and the State of Wyoming as a
16. whole, influencing decisions made by individuals to apply for and remain in positions at
17. UW; and,
18. WHEREAS, according to Faculty Senate Resolution #333 and the aforementioned *Star*
19. *Tribune* article “There was no notice that the benefit was being considered for elimination,

20. and little to no mention of it after the decision was made, with many employees only recently
21. learning about it" (*Casper Star Tribune*); and,
22. WHEREAS, in this Financial Crisis, there is a reasonable expectation of transparency and
23. the mitigation of any uncertainty regarding the cost savings of unilateral movements to cut
24. funding; and,
25. WHEREAS, the ASUW has sought transparency in these processes through direct
26. involvement in the Financial Crisis Advisory Committee and legislation (Senate
27. Resolution #2521).
28. THEREFORE, be it resolved that the Associated Students of the University of Wyoming
29. Student Government support Faculty Senate Bill #333 in its entirety as found in Addendum
30. A; and,
31. THEREFORE, be it further resolved that this resolution be electronically sent to all members
32. of the Faculty and Staff Senates.

Referred to: AT&S

Date of Passage: 11/29/16 Signed: Tyler Wally
(ASUW Chairperson)

"Being enacted on 12/05/2016, I do hereby sign my name hereto and
approve this Senate action." [Signature]
ASUW President

1 **Faculty Senate Resolution 333**

2 **Introduced by**
3 **Senator Robert Sprague on behalf**
4 **of the Executive Committee**

5
6 **RESOLUTION TO RESTORE BOARD RETIREE GROUP HEALTH INSURANCE BENEFIT TO**
7 **PREVIOUSLY PROMISED LEVELS**
8
9

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";
16

17 **AND WHEREAS**, Board Retirement eligible employees receive certain benefits upon
18 retirement;
19

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;
24

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";
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

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 this change applicable solely to benefitted employees hired on or after
44 July 1, 2017.