

FACULTY SENATE RESOLUTION 88-3

WHEREAS the Pritchett and Associates LSU System Employee Benefit Plan Evaluation notes several weaknesses in the benefit plan, which include the following:

1. Low amounts of group life insurance at extremely high cost
2. Weak short-term disability protection
3. A long-term disability program totally financed by employees
4. Unusually high deductibles and other cost-shifting to employees in the State's health insurance plan
5. Strict lifetime limitations on treatment for alcoholism and substance abuse
6. Virtually no dental care coverage
7. Limited access to health maintenance organizations
8. Overly strict retirement plan vesting requirements
9. The absence of automatic cost-of-living adjustments and interest on employee contributions to the retirement plan, and

WHEREAS faculty under the State Board of Trustees are now granted tuition benefits for faculty dependents and LSU faculty are not, and

WHEREAS LSU not only has salaries near the bottom of Doctoral I institutions in the South, but also pays the lowest amount of benefits as a percent of these already low salaries, as shown in the salary compensation data in the March-April 1988 issue of ACADEME, and

WHEREAS these facts daily do harm to the University in its attempts to attract and retain quality faculty,

THEREFORE BE IT RESOLVED that the faculty requests the LSU System to see that:

1. Tuition benefits for the dependents of faculty are provided.
2. Tax sheltering of medical costs and dependent care costs is provided.
3. Funding for dental insurance and the improvement of life insurance coverage becomes a high priority in System budgeting.
4. Strong and continual pressure is exerted by the University upon the boards that govern the retirement and insurance plans in order that they may maximize opportunities for HMO participation, reduce the deductible costs in the health care plan, and give more equitable rates for life insurance to younger employees.
5. The University lobbies strongly in the legislature to attain legislation that will remove the restriction that an employer can pay only one-half of an insurance premium, remove the restriction that all state employees get the same benefits, remove the \$40,000 limit on life insurance, change the retirement plan from ten- to five-year vesting, and make it possible that retirement benefits be paid to an alternate mobile retirement plan.

ADOPTED: November 8, 1988