

RESOLUTION

The 1988-89 academic year health care/medical costs for Western faculty/staff have increased approximately 70% over the previous year, resulting in considerable out-of-pocket expense for many university employees. Although Western pays \$95 per month per employee to Blue Cross/Blue Shield, family plans are an extra expense. Such an increase was a decision made by the carrier, Blue Cross/Blue Shield, without faculty representation on the University Insurance Committee.

Since the university, in effect, received only one bid (Blue Cross/Blue Shield) when forty (40) carriers were asked to submit insurance proposals and since Blue Cross/Blue Shield reported a significant (\$500,000) loss on their university contract for the 1987-1988 academic year, it is possible that the outcome (a rate increase for the current year) was inevitable and unavoidable. However, communication to the Western faculty/staff of such pending changes would have been helpful in the long run.

Therefore, the Faculty Senate recommends that:

- 1) A member of the Faculty Status and Welfare Committee serve as a regular voting member of the university insurance committee.
- 2) Before any changes are made by the university health insurance carrier, an open meeting for the purpose of insurance review be scheduled prior to the time the health/medical contract is finalized, ~~for the coming 1989-1990 academic year.~~