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.