

Faculty Senate Resolution on Health Benefits

Approved January 24, 2017

Vote: 38-1-0

Chair: Bill Robinson

WHEREAS: After a decade of submitting to pay decreases, furloughs, and budget cuts to our institution that have not yet been sufficiently redressed; to the lack of merit pay increases worthy of a Top Tier University; and to cost of living increases inadequate to cover actual rises in that cost;

WHEREAS: That same decade has seen a continuing insufficiency and erosion of our health insurance and other benefit plans, including increases in deductibles and premiums paid for out-of-pocket by us and by our fellow State Employees for health insurance provided by our employer, the State of Nevada. FURTHERMORE: we assert that these cost increases strain and sometimes shatter the budgets of faculty, employees and their families, particularly those among us who endure chronic illnesses or who are stricken by sudden, serious health issues.

WHEREAS: In this new year, 2017, when the general funds of the State of Nevada appear to be sufficient to meet the needs of the state, the Faculty of the University of Nevada, Las Vegas, assert that the proposed funding for health insurance and other benefits by the Governor of the State of Nevada is still inadequate to meet the healthcare needs of state employees as witnessed by the fact that the State of Nevada Public Employee Benefits Program Board (PEBP) has deemed it fit to approve yet further cuts in benefits and raises in premiums to be paid for out-of-pocket by us and by our fellow State Employees.

THE Faculty of the University of Nevada, Las Vegas, assert that these continuing reductions in healthcare benefits are seriously damaging the morale and mission of the university, negatively affecting the recruiting and retention of the best possible faculty, and, as a result, negatively impacting the goal of supporting economic development and the citizens of Nevada through the growth of a university in southern Nevada that achieves the highest standards of scholarship and research and provides the highest quality education to our students.

SO BE IT RESOLVED: that the Faculty of the University of Nevada, Las Vegas, strongly object to and protests these continuing, harmful reductions in healthcare and other benefits and increases in deductibles and premiums paid for by State of Nevada employees.

SO BE IT RESOLVED: that the Faculty of the University of Nevada, Las Vegas, asserting ourselves to be dedicated, devoted, diligent workers for the education of our students and for the common good of the citizens of Nevada, most strongly and forcefully petition the Governor of Nevada, the Board of Regents of the State of Nevada, and the Legislature of the State of Nevada, to increase funding for healthcare and other benefits for Nevada State Employees so that they are stabilized and sufficient to our needs, and so as to maintain our quality of life.