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**LSU A&M FACULTY SENATE RESOLUTION 20-04**

**Gender Equity in Health Insurance Benefits**

*Sponsored by the Benefits Advisory Committee and the Faculty Senate Executive Committee*

**Whereas** employees covered by the various Office of Group Benefits and LSU First health insurance plans pay the same premiums for the same plans;

**Whereas** those plans designated “employee plus family” and “employee plus child(ren)” cover dependent children until age 26 but do not cover maternal care for those child dependents, with the effect that employees who have male children receive coverage for all their major medical care costs but those who have female children might be denied coverage for one of the costliest medical expenses among young adults;

**Whereas** the employee premiums for LSU health insurance plans have increased dramatically since 2008, for example, from $5,216 in 2008-09 to $8,041 in 2019-20 for the LSU First Option 1 plan for an employee plus family, an increase of 54 percent ($2,825) in eleven years compared to a general rate of inflation of only 17.4 percent over that same period;[[1]](#footnote-1)

**Whereas** similar health insurance plans at other large Louisiana employers cost their employees substantially less than LSU employees, for example, 37 percent less ($2,992) on average in 2019 for an employee plus family plan;[[2]](#footnote-2)

**Whereas** Inflation-adjusted faculty salaries at LSU have declined by 4.4 percent over the past eleven academic years, from 2008-09 through 2019-20, despite the faculty’s continuing accomplishments in research, contributions in service and teaching, gains in experience, or any other measure of productivity;[[3]](#footnote-3)

**Whereas** HRM continues, despite a long-standing request by the Faculty Senate to cease and desist, to advertise falsely that LSU offers “outstanding benefits to eligible employees and their dependents including health, life, dental, and vision insurance… and more! [sic]”;[[4]](#footnote-4)

**Whereas** a state’s flagship university should strive to be at the forefront of social progress in its state by offering its employees benefits that are equitable and affordable relative to salaries;

**Now therefore** be it resolved that the LSU Faculty Senate requests LSU management to investigate and report back to the Faculty Senate about health insurance options that provide the best, equitable coverage for equal premium payments for the various plans, irrespective of an employee’s gender, the gender of dependent children, or any other personal characteristic including maternal care for dependents.

1. Inflation rate calculated using the CPI (Consumer Price Index) monthly rates published by the Bureau of Labor Statistics (www.bls.gov). [↑](#footnote-ref-1)
2. Large employers include those with more than 1,000 employees, at which the average cost of a plan for an employee plus family came to $5,049 in 2019. See Emily Woodruff, “Why do Louisiana Workers Pay More for Family Health Insurance?” www.nola.com, November 21, 2019. [↑](#footnote-ref-2)
3. Faculty salaries since 2008-09, adjusted for inflation using the CPI, have declined by 4.4 percent despite “merit” raises averaging 4% in 2013-14 and 3% in 2014-15, 2017-18, and 2018-19. More than a decade of austerity has resulted in a grotesque degree of salary compression and cumulative losses of tens-of-thousands of dollars per faculty member—enough to pay a child’s college tuition and fees (see Resolution 19-07, “Tuition Reduction and Fee Remission for LSU Faculty Children and Spouses,” adopted January 16, 2020). [↑](#footnote-ref-3)
4. See Resolution 10-04, “Full Disclosure of Benefits for Job Candidates” (adopted March 15, 2010). [↑](#footnote-ref-4)