

MEMORANDUM

TO: James Bachmeier, Vice President for Finance & Administration;
Gayle Davis, Provost & Vice President for Academic Affairs;
Scott Richardson, Associate Vice President for Human Resources

FROM: Robert Hollister, Chair, FSBC

SUBJECT: Benefits for Part-time Employees

DATE: December 09, 2015

CC: Karen Gipson, Chair, ECS/UAS; Lisa Surman Haight, Senate Assistant

The FSBC recommends that permanent employees on part-time appointments (part-time employees) should be expected to contribute more toward healthcare costs than permanent employees on full-time appointments and that the increased contribution should be commensurate with their level of service. The FSBC recommends that part-time employees continue to receive retirement contributions at the same rate as full-time employees. Finally, FSBC recommends that this new policy for part-time employees not be applied to employees in phased retirement.

The FSBC recognizes that policies for part-time employees are in the process of being established and that they are intended to be equitable and offer improved transparency. As part of this process we advocate that part-time employees should be included in the healthcare options provided to full-time employees, but that the contribution from the part-time employee should be proportionally more relative to their service.

We make this recommendation in consultation with Human Resources. We recognize that with the additional costs taken on by the part-time employee, it may be in the individual's fiscal interest to instead purchase healthcare on the open market. We consider this decision the choice of the individual and would like to be as accommodating as possible to part-time employees.

The FSBC believes that part-time employment will continue to become more attractive over time and we believe it is in the University's best interest to capitalize on this potential workforce.

We believe any proposed changes in part-time benefits policy should be announced and initiated as soon as practical for all new hires. Current part-time employees should be provided with an appropriate grandfather period of at least 12 to 24 months to allow for a reasonable transition.