

FACULTY SENATE RESOLUTION 12-12

Domestic Partner Health Benefits for LSU Employees

Elaine M. Maccio, Marybeth Lima, and Jack Yeager

WHEREAS, Louisiana State University (LSU) unmarried employees currently are denied access to spousal benefits for their domestic partners, and

WHEREAS, LSU Policy Statement Number PS-01 prohibits discrimination on the basis of sexual orientation and “requires that all employees are treated fairly with regard to...rates of pay and other forms of compensation,”¹ and

WHEREAS, LSU allows its employees to add domestic partners to Department of University Recreation memberships,² and

WHEREAS, 311 U.S. colleges and universities offer same-sex spouse or same-sex domestic partner health benefits to their employees, including Tulane University, five of LSU’s peer institutions (Colorado State University, Iowa State University, Purdue University, University of Illinois at Urbana-Champaign, and University of Maryland at College Park), three of LSU’s aspirational institutions (Ohio State University, University of Arizona, and University of Minnesota), nearly a dozen faith-based colleges and universities, and 218 colleges and universities in states with laws or constitutional amendments banning same-sex marriage,³ and

WHEREAS, other Louisiana institutions including Entergy Louisiana,⁴ CenturyLink,⁵ Lipsey’s⁶, Ferrara Fire Equipment⁶, and Woman’s Hospital⁶ offer medical benefits to its employees with domestic partners, and

WHEREAS, LSU has the opportunity to be a leader in equality in employee benefits within the local, regional, and national communities, and

WHEREAS, 88% of the top 50 and 79% of the top 100 national universities as ranked by *U.S. News and World Report*⁷ offer same-sex spouse or same-sex domestic partner health benefits to their employees, and

WHEREAS, the costs of implementing same-sex domestic partner health benefits is often less than 1% of the institution’s health care budget,⁸ and

WHEREAS, more than 9,000 employers, including colleges and universities, offer same-sex domestic partner health benefits to their employees, “believing that it makes good business sense,” and seeing this “as an inexpensive way to attract and retain talent and to gain an advantage over the competition,”⁹

THEREFORE, BE IT RESOLVED THAT the Faculty Senate asks LSU Administration to implement a policy that extends health benefits to the domestic partners of its employees.

References

- ¹ Louisiana State University. (2008). *PS-01: Equal Opportunity Policy*.
[http://app1003.ocs.lsu.edu/ups.nsf/4d8b193f0753c7e48625714000672ba4/E93A2F2B166AF22786256C250062AE9B/\\$File/PS01+R05.pdf](http://app1003.ocs.lsu.edu/ups.nsf/4d8b193f0753c7e48625714000672ba4/E93A2F2B166AF22786256C250062AE9B/$File/PS01+R05.pdf)
- ² LSU Department of University Recreation. (2011). *UREC membership*.
http://www.lsu.edu/urec/html/faculty_staff_membership.html
- ³ Human Rights Campaign. (2012). *Employer database*. Retrieved from <http://sites.hrc.org/issues/workplace/list.asp>
- ⁴ Entergy. (2012). *Benefits at a glance*. Retrieved from
<http://www.entergy.com/content/careers/pdfs/BenefitsAtGlance.pdf>
- ⁵ CenturyLink. (2012). *Marriage/domestic partner status*. Retrieved from
<http://www.centurylinkbenefits.com/docs/pdf/000288.pdf>
- ⁶ Personal communication. References available upon request.
- ⁷ U.S. News and World Report. (2012). *National university rankings*. Retrieved from
<http://colleges.usnews.rankingsandreviews.com/best-colleges/rankings/national-universities>
- ⁸ American Civil Liberties Union. (2005). *The true cost of providing domestic partner health care benefits*. Retrieved from http://www.aclu.org/lgbt-rights_hiv-aids/true-cost-providing-domestic-partner-health-care-benefits
- ⁹ American Association of State Colleges and Universities. (2007). *Domestic partnership benefits: Equity, fairness, and competitive advantage*. Retrieved from
[http://www.aascu.org/uploadedFiles/AASCU/Content/Root/PolicyAndAdvocacy/PolicyPublications/domestic_partners07\(1\).pdf](http://www.aascu.org/uploadedFiles/AASCU/Content/Root/PolicyAndAdvocacy/PolicyPublications/domestic_partners07(1).pdf)