

**ASA Document #304**

Madison February 10, 2003

**Resolution on Domestic Partner Benefits Presented by the Compensation and Economic Benefits Committee of the Academic Staff Assembly**

The following resolution, we believe, emphasizes a commitment to fairness and equity for all university employees by the committee and we believe the staff as a whole will give its strong support. The UW System and Madison campus positions on full and equitable domestic partner benefits is already known. Extending health care benefits to domestic partners is arguably the most important issue to be resolved. Staff support on this issue will strengthen the university's position to press for changes that we believe are important to this university.

**A RESOLUTION supporting the extension of health care insurance benefits to domestic partners of all qualified employees of the University of Wisconsin System.**

WHEREAS More than 150 colleges and universities now offer health insurance benefits to domestic partners, including the University of Iowa, Indiana University, the University of Michigan, Michigan State University, the University of Minnesota, University of Chicago, and Northwestern University; and

WHEREAS Six states now offer domestic partner health benefits to all state employees, as do over 100 cities and counties nationwide, including Dane County, the City of Madison and the City of Milwaukee; and

WHEREAS Thousands of private employers now offer domestic partner health benefits, including employers doing business in Wisconsin, such as Alliant Energy, CUNA Mutual Insurance Group, Oscar Mayer, Ameritech, Northern States Power, American Express, General Motors, and DaimlerChrysler; and

WHEREAS The University of Wisconsin does not currently offer equitable health insurance options for the families of all of its employees; and

WHEREAS the University of Wisconsin-Madison has codified, in its domestic partnership policy, its commitment to the provision of spousal benefits to the domestic partners of all qualified employees of the university; and

WHEREAS The University of Wisconsin's ability to recruit and retain high-quality employees is demonstrated to be compromised by its lack of competitive health benefits;

**NOW THEREFORE BE IT RESOLVED, that the University of Wisconsin-Madison Academic Staff Assembly supports the extension of state health insurance benefits to domestic partners of all qualified University of Wisconsin System employees.**