

HEALTH, WELLNESS AND INSURANCE MINUTES
May 2, 2005

Present: Mary Alice Newman, Becca Ferguson, Pat Kelly, Richard Peper, Emily Monago, Julie Barnes, Gardner Umbarger, Cindy Puffer, Steve Jex, John Stewart, Steve Butts

Absent: Terri Schaller, Deb Bennett, Karen Wasson, Gaylyn Finn

Julie called the meeting to order at 3:11 p.m. Because of several new faces, everyone around the room introduced themselves to Steve Butts, newly appointed member of Classified Staff Council.

Julie started by asking for approval of the February, March, and April meeting minutes. All minutes were approved.

Becca started the discussion regarding domestic partnerships. Pat researched several institutions of higher education, including Miami of Ohio, Ohio University, and Ohio State University to review the domestic partnership benefits as well as their definitions. Becca asked everyone to review the documents that Pat has provided, including all of the previously mentioned school's definitions, affidavits, policies, and procedures. Becca suggested the group focus on the definition of domestic partnerships and reminded the committee that they are not charged to make a recommendation yet. She said that a definition will help clarify all subsequent discussions.

Becca interjected that medical request for proposal is out and all BGSU benefits are being reviewed. In addition, a survey is going out to the Inter University Council, BG City, BG City Schools, and a number of local and regional businesses.

The discussion quickly went back to the definition. The first hurdle is issue of same sex and/or different sex. The group went over several BGSU (ASC, Faculty Senate) definition to find some guidance. The committee reviewed the ASC definition and found it to be confusing and not helpful. Faculty Senate's definition was clearly highlighted same sex. Cindy said that heterosexual couples have an option, gay couples do not. The committee came to a clear consensus- same sex would be part of the definition, not different sex. From that point, the committee members focused on the definition as same sex partners, not different sex partners. With this in mind, the group began going over a form that included all definitional components of a domestic partnership. The group made some recommendations to take out several bullets. The committee felt that a relationship length of six months was better than one year. It was felt that financial records could help validate relationship length. Becca mentioned that something could be put together in an affidavit to attest that they are in a committed long term relationship. Julie said that based on the checklist on the sheet that the employee and

partner are dedicated and in a committed long term relationship. The group liked the wording on the OSU definition and reviewed both the OU and MU documents. The committee is to review the documents to begin to mold a working definition that the group will discuss at the next meeting.

It was noted that Classified Staff Council wants part time benefits to be reviewed by the upper administration before domestic partner benefits.

Administrative Staff Council did not like the one year time frame in order to meet the committed relationship threshold. ASC also advocated the part time benefits.

Based on the information above, it is the consensus of the committee that they are very interested in expanding benefits to include part time benefits.

Becca said that the upper administration feels that BGSU is moving forward the spousal rule to include all university employees.

Mary Alice asked about domestic partner benefits and why the committee was researching the proposals of undergraduate student senate and graduate student senate on the topic. Pat will research if anything has been finalized and will bring to the next meeting.

Julie ended the meeting at 4:25 PM. The next meeting will be determined through group consensus of scheduling:

June 2005 in CPOB, Room #1

Respectfully submitted,

Patrick D. Kelly

Patrick D. Kelly, Acting Secretary