

Proposed Resolution for Health-Care Benefits for Retirees

Whereas the University of Southern California prides itself on being the largest private employer in Los Angeles, and

Whereas many staff employees continue to work until Medicare-eligibility only because of health care issues, and

Whereas a survey of the university's peer and peer-aspirant institutions revealed that most such institutions provide health-care benefits to employees after their retirement,

Be it therefore resolved that the Staff Assembly of the University of Southern California recommends that the university establish a retirement benefit for long-term staff employees who have attained the age of 55 years, having a minimum of 20 continuous years of benefits-eligible service as a staff employee, in which said employees be permitted to participate in the health, dental, and vision plans, if any, which are offered to currently employed benefits-eligible staff employees under the same conditions as said currently employed benefits-eligible staff employees including, but not limited to, monthly premium rates, co-payments, coverage levels, maximums, and deductibles. Such retired employees would be eligible for this coverage beginning upon their date of retirement and continuing until the date of their Medicare eligibility after which the retired employee will not be eligible for coverage under COBRA.

On Motion: Compensation & Benefits Committee

Seconded: Wade Thompson-Harper

Ayes: 30

Nays: 0

Resolution Number: 2006-02

Date: 11/02/06