

October 27, 2005

Request for Action from the UNR Faculty Senate

TO: John M. Lilley, President
FROM: Leah Wilds
SUBJECT: Resolution on Domestic Partner Benefits

The 2005-2006 Faculty Senate requests your action on the following motion that was approved at its October 21, 2005 meeting:

“To approve the resolution in support of domestic partner benefits.”

The UNLV Faculty Senate shared the attached Resolution on Domestic Partner Benefits (which they have already passed) with the NSHE Senate Chairs. The Senate requests your support of this resolution both with the policies established at UNR as well as policies established at the Board of Regents.

Should you wish to discuss this matter with the executive board, please contact Robin Gonzalez to arrange a meeting time.

C: M. Dugan
J.H. Frederick
G. Jones

Recommended by: _____ Date _____
John H. Frederick,
Executive Vice President and Provost

Approved by: _____ Date _____
John M. Lilley,
President

Resolution on Domestic Partner Benefits

The Faculty Senate urges UNLV administration and the Board of Regents to support the following for the NSHE system:

That all benefits and privileges offered to spouses and dependents of eligible employees (faculty, administrative, professional and service personnel), including but not limited to health insurance, COBRA and life insurance, be offered on identical terms to eligible employees' *bona fide*¹ domestic partners, both same and opposite gender, and to their dependents.

Arguments for recommendation:

Extending benefits to domestic partners is in keeping with UNLV's STATEMENT OF EQUAL OPPORTUNITY and promotes the health, welfare, security, happiness and stability of UNLV employees and their households, thereby increasing productivity, collegiality and a sense of community.

Extending benefits to domestic partners is in keeping with national as well as local trends among employers. Over 2500 governmental and private employers now provide domestic benefits, including over 200 Fortune 500 companies, many universities in our region, and the Clark County School District.^{2 3}

Arguments against recommendation: Some fiscal impact, although research suggests it will be minimal.⁴ In fact, a 1997 survey by the Society for Human Resource Management found that 85 percent of respondents reported no increase in their health care costs as a result of offering domestic partner benefits.⁵

¹ As a general matter, *bona fide* domestic partners must: (1) maintain or share the same primary residence; (2) be jointly responsible to each other for basic living disbursements such as shelter, food, and clothing;¹ (3) not be currently married to another person; (4) declare themselves to be the sole domestic partner of the other; (5) be at least 18 years of age; (6) not be blood relatives any closer than would prohibit legal marriage in the state of residence; and, (6) be legally competent to consent to a contract.

² Human Rights Campaign/WorkNet, *How to Achieve Domestic Partner Benefits in Your Workplace*.

³ Human Rights Campaign website, <http://www.hrc.org/worknet>.

⁴ *Employers Providing Domestic Partner Benefits to Same-sex and Opposite-sex Partners: Cost Analysis*, <http://www.unmarriedamerica.org/dp-cost.html>.

⁵ Human Rights Campaign/WorkNet, *How to Achieve Domestic Partner Benefits in Your Workplace*.