

The University of Texas at Austin Staff Council
December 19, 2013

Resolution No. 2013-01 Domestic Partner Benefits

OF THE UT AUSTIN STAFF COUNCIL GENERAL SESSION REQUESTING THAT EQUIVALENT INSURANCE BENEFITS BE EXTENDED TO ALL UNIVERSITY EMPLOYEES AND THEIR PARTNERS, AND SUPPORTING THE UT PRIDE AND EQUITY FACULTY STAFF ASSOCIATION (PEFSA), AND UT AUSTIN STUDENT GOVERNMENT IN THEIR PURSUIT OF COMPETITIVE BENEFITS FOR FACULTY, STAFF, AND GRADUATE STUDENTS AT THE UNIVERSITY OF TEXAS AT AUSTIN

Whereas The University of Texas at Austin does not treat domestic partners as equivalent to employee spouses in all University benefit plans; and

Whereas the lack of equivalent benefits has made The University of Texas at Austin less competitive in recruiting and retaining faculty, staff, and graduate students; and

Whereas the failure to offer equivalent benefits suggests a deviation from the university's policy to maintain a work environment free from discrimination on the basis of sexual orientation; and

Whereas The University of Texas at Austin Staff Council has a vested interest in making the university a desirable, equitable, and competitive work environment,

Now Therefore, Be It Resolved that The University of Texas at Austin Staff Council requests that President William C. Powers, Jr., pursue changes in state laws and, subsequently, to change *Regents' Rules* in order to allow The University of Texas System and its individual campuses to treat domestic partners as equivalent to employee spouses in all University benefit plans;

Be It Further Resolved that The University of Texas at Austin Staff Council continues to support the UT Pride and Equity Faculty Staff Association; and

Be It Further Resolved that The University of Texas at Austin Staff Council joins the University of Texas Faculty Council and Legislative Student Organizations in supporting competitive benefits; and

Be It Further Resolved that The University of Texas at Austin Staff Council commends President Powers for the success of the working group on soft benefits in expanding the emergency leave policy so that this benefit is extended to more UT faculty, staff, and graduate students, and urges him to lead efforts to find other opportunities to provide equivalent benefits at the university level.