

A BILL in Support of Benefits Parity at Stanford University

presented to
The 23rd Senate of the Academic Council

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WHEREAS Stanford University has a long-standing commitment, stated in its Personnel Policy, to affirmative action and equal opportunity, regardless of race, color, creed, religion, national origin, sexual orientation, age, or sex;

WHEREAS not all men and women in committed, long-term relationships can obtain the legal certificate of marriage which entitles them to certain privileges and benefits of employment;

WHEREAS certain benefits of employment, comprising 25% to 35% of an employee's total pay, are currently distributed only to those employees and committed partners possessing a legal certificate of marriage. For example:

1. The Stanford Retirement Annuity Program – should a staff employee expire prior to retirement the married partner receives 50% of this accumulated amount. A committed partner receives none.
2. The Tuition Grant Program – Stanford employees can have up to the value of 50% of the Stanford tuition reimbursed for their legally recognized (natural, adopted, step, or foster) children. The children of a committed partner are not included in this benefit.
3. Death or Sickness in the Immediate Family – leave is granted by rule to Stanford employees for this purpose if the partnership is a legal marriage only.
4. Spouse Course Audit and Discount – available only to legally married partners.
5. The Help Center, The Health Improvement Program, and the Library, Gym and Pool – are designated for use by Stanford legally married partners and not committed partners.
6. Dental Plan – currently this is offered free of charge to spouses of employees who work 75% time or more and not to life-partners.

7. The Stanford Medical Plan – currently only married partners can be added to health insurance policies.
8. Workers Compensation – should a Stanford employee die on the job, the spouse or children will be provided for by the State.
9. The Tax Savings Plan – this Plan allows married couples to share their tax benefits in order to provide for mutual dependents and mutual health care expenses on a before tax basis.

WHEREAS the members of this 23rd Senate of the Academic Council find the current methods of distribution of employee benefits inequitable and inconsistent with the Personnel Policy, and desire that all employees of Stanford receive equal pay for equal work,

BE IT RESOLVED that this Senate of the Academic Council of Stanford University urges the University Administration and, specifically, the Human Resource Services Department, and all other officials of the University to arrange for the equal provision of:

Family insurance benefits

Family death benefits

Family education benefits

Family access to University facilities

Family housing accommodations

All other benefits conferred to employees of Stanford University and their spouses

without regard to sexual orientation, for all faculty and staff who are either married or in same-gender, committed relationships under procedures established by the University.