The Committee's functions are: (1) to advise faculty on all matters of faculty welfare, including but not limited to salary, sick leave, group insurance and retirement, (2) to prepare and disseminate information on the economic status and needs of the faculty, including comparative data from other universities and other professional fields, as deemed necessary and (3) in conjunction with the University Committee, to represent the faculty in decisions, hearings and other appropriate activities, including the exchange of information on faculty economic benefits with the administration, Regents, Governor, and members of the Legislature, and the formulation of recommendations for faculty action.

The Economic Benefits Committee met 6 times during the academic year prior to the April 7 deadline for submitting this report. The following matters received the Committee's consideration, and, if appropriate, action:

1. Reviewed UW economic benefits proposal for 1975-77 and the eventual state legislation for non-union employees; analyzed differences and similarities between the proposal and the legislation and between these two documents and the state employees' union contract and the MATC contract.

2. Met with Assistant Chancellor Komsi (newly appointed member of the State Teachers Retirement Board) and discussed the composition, function and operation of the Retirement Board as well as needed legislation. Economic Benefits Committee recommended close liaison between Assistant Chancellor Komsi and the Committee.

3. Reviewed pending state legislation on retirement (Bills: SB427, SB435, AB855, AB1242 and AB1262) and took the following action:

The UWM Economic Benefits Committee strongly supports the concept of including cost-of-living provisions in retirement benefits, and endorses the recommendation of the State Retirement Research Committee that legislation establishing such provisions is in the public interest. The UWM Economic Benefits Committee opposes that part of the State Retirement Research Committee's recommendation which states, "If and when adequate financial resources are available" and directs the State to find the resources for proposed legislation, which in the judgment of the Retirement Committee (and the Economic Benefits Committee agrees) "is actuarially sound and in the public interest."

4. Met with Mr. Robert M. Brabham, UWM Fringe Benefits Manager, and discussed mandatory and optional fringe benefits presently provided by the State of Wisconsin. Committee recommended that the six month waiting period for participation in State Group Health Insurance be eliminated for new employees of the University.

5. Reviewed proposed sick leave policy and proposed retirement policy affecting the age of retirement. The Committee recommended that the sick leave policy should be extended to include faculty with
5. (Continued)

non-teaching responsibilities. The Committee further recommended that retirement prior to the age of seventy should be based upon mutual agreement between the individual, the employing department, and administration in all areas; such a decision should be based upon the meritorious performance of the individual.

6. Met with Mr. Owen Bradley, Urban Relations Consultant with the UWM Personnel Office and discussed University funding for unemployment insurance and interim affecting faculty eligibility for unemployment compensation. The Committee felt there was a need for greater dissemination of information to faculty about these matters.

7. Reviewed a system's policy paper entitled, "Applications of Discretionary Salary Funds" and endorsed the Central Administration's recommended guideline on alternative Al, which eventually became the operational policy.

8. Met with Mr. Robert Bonk, University Payroll Service/Fringe Benefits Office and discussed problems associated with state group health insurance. As a result of the meeting the Committee sent a copy of the following motion to Assistant Chancellor Komsi and to the Chairman of the University Committee and requested that appropriate follow-up action be pursued.

The Economic Benefits Committee protests the deterioration of coverage and service of group health insurance provided by WPS. The Committee strongly reaffirms that medical insurance coverage is a significant part of compensation for University of Wisconsin staff and faculty, and that the quality of this program should not be sacrificed to achieve lower premium costs. We urge that the experiences that faculty and staff have had this year with group coverage and service be taken into consideration when the contract is renegotiated.

The Committee also felt that there may be insufficient faculty input to the decision-making process of the Fringe Benefits Office and/or inadequate communication from the Fringe Benefits Office to the faculty. Therefore, the Committee recommended that there be faculty representation on any committee which deals with faculty salaries and fringe benefits, that the Economic Benefits Committee be informed of the composition of such committees, and that the Economic Benefits Committee receive copies of any correspondence on salary and fringe benefits policies and procedures.

9. Discussed merit pay procedures and concluded that there is sufficient concern about administrative practices in this area of faculty welfare to warrant an in-depth study by next year's committee.
10. Reviewed the charter of the Committee and recommended that two academic staff members be added to the composition of the Committee, that additional resource people be added in response to special needs. The Committee felt that it is very difficult to play a leadership role, without additional supporting resources. However, the Committee is going to try to publish a bi-monthly newsletter to all faculty and academic staff next year, and to take several new initiatives.

1975-76 Economic Benefits Committee
William Berg
Edith Bjorklund
John Fuegi (ex-officio)
Dick Gorton (Chmn.)
Ronald Gural
Susan Munley
Martin Schmidt