

The University Senate of Michigan Technological University

PROPOSAL 19-99

EXTENSION OF INSURANCE BENEFITS TO ALL EMPLOYEES

The Senate requests that insurance policies should be the same for all non-union professional staff and faculty MTU employees as for the President and those executives reporting directly to the President or to the Board of Control. This refers to all policies including health/medical coverage, life insurance, disability coverage, etc.

RATIONALE

Article 3.6 of the Board of Control Policy Manual (as follows) allows for a management health examination. It would be reasonable to expect MTU to take the same interest in the health of all its employees.

3.6. Management Health Examination

The purpose of the Management Health Examination is to assist the executive in maintaining good health by early diagnosis of disease processes and recommending proper treatment.

The history and findings of this examination are confidential between the executive and the examining physician. In addition to reviewing the findings of the examination with the executive, a written report should be furnished, and the executive should be encouraged to have the report reviewed by a physician of the individual's choice. The examinations should be done on an out-patient basis except in those instances where an executive has a medical problem which can be better evaluated on an in-patient basis or where hospitalization is a routine part of the examining clinic's policy.

All billings should be forwarded to the office where the executive is employed. The University pays for all diagnostic costs of the examination. Treatment expenses will be reimbursed in a manner consistent with medical coverage for all employees.

The examination should be sufficiently thorough to evaluate the health of the executive. It includes all diagnostic procedures and consultations that are indicated and reasonable.

Executives covered by this policy are the President and those executives reporting directly to the President or to the Board.

History

Prior:

08/16/68

02/07/75

01/28/82

Adopted: 03/23/90

Adopted by Senate: March 31, 1999

Rejected by Administration: July 22, 1999