

# MEMORANDUM

To: Skip Casey, Assistant Vice President for Human Resources  
and Chair of the Compensation and Benefits Committee

From: OUTLoyola

Date: March 25, 2008

Re: Request for +1 Policy Development

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We formally request that Loyola College begin to offer health care benefits to legally domiciled adults—an individual over 18 who has lived in the same household as the employee for at least 6 months and either has a close personal relationship with the employee or is the employee's blood relative.<sup>1</sup> These benefits are often referred to as "domestic partner" benefits; however, we propose this not only for domestic partners but also as a way for the College to address the long-standing concern for elder-care and the needs of single parent families, and thus we are using the term "+1 benefits." The rationales for offering +1 benefits are simple: it is becoming best-practice in higher education as an employee recruitment/retention tool and it is a matter of social justice.

If Loyola is to achieve its goal of being 0 Tc0 Tw(2)Tj10.9 0 0 10.9 204.9 353.64 Tm0.0012 Tc-0.0003 Tw[ This mheformk of oshe

institutions include George Mason University, George Washington University, Georgetown University, American University, Trinity Washington University, Johns Hopkins University, Goucher College, The University of Pennsylvania, Temple University, and Bryn Mawr College.

From the social justice perspective, as currently structured, the compensation that Loyola offers to non-married employees is simply not equitable with the compensation available to married employees. Further, the compensation offered to single-parent families is not equitable with that offered to dual-parent households. This inequitable treatment of employees is not consistent with the College's values of community and justice nor is it consistent with the new strategic plan's emphasis on valuing diversity.

We understand that initial concerns about offering +1 benefits might include issues related to Loyola's Catholic affiliation and the financial impact that such benefits would have on the College. With respect to these concerns we can confirm that there are several Jesuit institutions that currently offer +1 benefits, including Georgetown University, Loyola Marymount University, Santa Clara University, and the University of San Francisco. The research also points out that because a relative low number of employees generally enroll in +1 programs, offering these benefits does not typically add significant cost to the institution.<sup>5</sup>

We understand that research and careful planning would be required prior to the implementation of a +1 benefits program. We are confident, though, that information is available and models exist that would help Loyola create a program of +1 benefits that will improve the College's ability to attract and retain top talent in the faculty and administration and are consistent with the values of the institution. We respectfully ask that you take this issue to the Loyola Conference and that a group be charged with the task of researching this issue and developing a policy that the Conference can vote on in the fall of 2008.

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<sup>5</sup> Chun & Evans, op. cit.