

SS-S94-2

At its meeting of March 14, 1994, the Academic Senate approved the following Sense-of-the-Senate Resolution presented by Wiggys Sivertsen for the Professional Standards Committee.

**SUPPORT FOR EXTENSION OF BENEFITS TO
DOMESTIC PARTNERS IN THE CSU**

Whereas, The Academic Senate of the California State University at its meeting of March 11, 1994, introduced AS-2196-94/AA&FA, "Extension of Benefits in the California State University to Domestic Partners and Their Dependents," (attached); and

Whereas, The Academic Senate of San José State University has been asked to support AS-2196-94/AA&FA; therefore, be it

Resolved, That the Academic Senate of San José State University supports the passage of AS-2196-94/AA&FA, "Extension of Benefits in the California State University to Domestic Partners and Their Dependents."

AS-2196-94/AA&FA (first)

March 10-11, 1994

**EXTENSION OF BENEFITS IN THE CALIFORNIA STATE UNIVERSITY
TO DOMESTIC PARTNERS AND THEIR DEPENDENTS**

Whereas, State of California and California State University policies prohibit discrimination against gay, lesbian, and bisexual employees; and

Whereas, The current employment contract negotiated by the California Faculty Association (CFA) and the California State University (CSU) affords benefits only to blood-related families and those specific relationships traditionally recognized in civil courts; and

Whereas, The exclusion of domestic partners of the same or opposite sex and their dependents from employee benefits packages constitutes discrimination; and

Whereas, A large and growing number of higher education institutions (e.g., Harvard, Columbia, Yale, MIT, Stanford, and the Universities of Chicago and Minnesota) have amended their employee benefits programs to provide benefits to domestic partners and their dependents; and

Whereas, Over 136 major corporations in the United States (including AT&T, Apple, Microsoft, Bank of America, Levi Strauss, PG&E, MCA, HBO, Sprint, Time Magazine, Warner Brothers) provide employee benefits to domestic partners and their dependents; and

Whereas, Cities such as Seattle, San Francisco, and Berkeley provide employee benefits to domestic partners and their dependents; therefore, be it

Resolved, That the Academic Senate of the California State University declare its recognition of the legitimacy of domestic partnerships and support the extension of employee benefits to domestic partners and their dependents; and be it further

Resolved, That the Academic Senate CSU urge campus senates to declare the legitimacy of domestic partnerships and to support the extension of employee benefits to domestic partners and their dependents; and be it further

Resolved, That the Academic Senate CSU urge the Chancellor and the Board of Trustees to work with the California Faculty Association to redress the fundamental unfairness of policies that exclude domestic partners and their dependents from employee benefits; and be it further

Resolved, That the Academic Senate CSU urge the California Faculty Association to bargain for agreements with the California State University that afford domestic partners and their dependents those employee benefits currently available only to blood-related families and those specific relationships traditionally recognized in civil court.