March 8, 2022

MICHAEL DRAKE, PRESIDENT
UNIVERSITY OF CALIFORNIA

Re: Fertility Benefits

Dear President Drake:

At its February 2022 meeting, the Academic Council endorsed the attached letter from the University Committee on Faculty Welfare (UCFW). The letter asks UCOP to explore the viability of adding fertility coverage to the standard suite of UC health and welfare benefit options to support gender equity, faculty welfare, and the University’s competitiveness with the growing number of top employers who provide those benefits, including the UC itself, which has agreed to offer the benefit to its represented Medical Residents and Fellows.

We encourage UCOP to work with UCFW and its Health Care Task Force to collect relevant data about options for expanding fertility benefits that will support an informed discussion about next steps.

Please do not hesitate to contact me if you have additional questions.

Sincerely,

Robert Horwitz, Chair
Academic Council

Cc: Academic Council
    UCFW
    Provost Brown
    Chief of Staff Kao
    Chief Policy Advisor McAuliffe
    Senate Directors

Encl.
February 16, 2022

ROBERT HORWITZ, CHAIR
ACADEMIC COUNCIL

RE: Fertility Benefits

Dear Robert,

The University Committee on Faculty Welfare (UCFW) has discussed again the question of adding fertility benefits to the standard suite of health and welfare benefits offered by the University. Several years ago the University added support for adoption, and recently, some collective bargaining outcomes include fertility benefits. UCFW believes that including fertility benefits would strengthen the University’s position of being “family friendly” and enhance recruitment and retention efforts since many competitor institutions include these benefits. We note that this is also an equity issue, for example with respect to individuals in same-sex couples.

We ask the Council to request the administration conduct a fact-finding process to explore including fertility benefits, and we further ask that the final decision not be based on a calculation of “per member per month” costs.

Thank you for your support,

Sincerely,

Jill Hollenbach, UCFW Chair

Copy: UCFW
Hilary Baxter, Executive Director, Academic Senate
Susan Cochran, Academic Council Vice Chair