**MOTION**

**Regarding Implementation of the Affordable Care Act at Radford University**

**Referred by the Faculty Senate Executive Council**

**Whereas** the Affordable Care Act was designed to decrease the number of uninsured Americans, and

**Whereas** the Affordable Care Act provides mandates to increase the number of individuals covered, and

**Whereas** Radford University values its employees, and feels an ethical and moral responsibility for ensuring the best interests of its part-time employees, and

**Whereas** Radford University seeks to be an example of good personnel practices, and

**Whereas** reducing the number of hours worked by 1500-hour employees and adjunct faculty in order to circumvent the law has a number of practical detrimental implications in some programs/departments in the university—such as by making it harder to staff the Core Curriculum or for departments that rely on part-time adjunct or 1500-hour positions to accomplish the department’s work, and

**Whereas** the university budget is a moral as well as a financial document:

**Be It Resolved**: The Radford University Faculty Senate recommends that the university re-allocate or secure new funds as needed, to achieve the goal of making health insurance available to all its employees. This should be a top budget priority effective immediately. Further, and most importantly and urgently in this immediate budget cycle, the Faculty Senate recommends that ***no actions of any kind be taken by the university to reduce the number of hours of any existing employees, or take other measures, in order to circumvent the intent of the Affordable Care Act***.