

Faculty & Staff Benefits Committee Minutes

Meeting Date and Place: Tuesday, 5/12/15, 3:30 pm, Herzstein Reading Room, Zimmerman Library

Members Present: Fran Wilkinson, Glen Effertz, Shawn Berman, Carol Bernhard, Jason Wilby.

Members Excused: Hans Barsun.

Guests Present: Dorothy Anderson and Elaine Phelps, Human Resources.

Members Absent: Theresa Ramos, Cenissa Martinez, Nicole Stephens, Michael Duran Elaine Phelps, Dorothy Anderson, Lee Brown, Codruta Soneru, Marcia Sletten, Karen Mann.

Minutes submitted by: Dennis Dunn, University Secretary's Office.

	Subject	Notes	Follow-Up
1	Call to order	Fran Wilkinson called the meeting to order at 3:30 pm. Not enough members were present to meet quorum.	None needed
2	Review and approve agenda and minutes	Since not enough member were present to meet quorum neither the agenda nor the April 14, 2015 minutes were approved.	None needed
3	Review of Minutes (Fran)	Since there was not enough committee members present to vote on the minutes Fran reviewed them for the committee. Fran stated that she had made a couple of changes to the minutes. One change was that Kathy Meadows should be listed as a guest and not a member. The second change was to Item #4, "There will be an allocation pull back of one percent." This should be changed to "approximately one percent". Dennis will update the minutes and send copies to all committee members for review.	None Needed
4	Human Resources Updates (Elaine)	<p><u>Dependent Eligibility Audit</u> Elaine Phelps made the following statistical points, which were accurate as of May 11, 2015:</p> <ul style="list-style-type: none"> • 47% of dependents have been verified, which amounts to 3,045 dependents; • 36 have opted out; • The number of phone calls AON has received is 901; • The number of emails AON has received is 617; • When a dependent turns 26 years of age they will automatically be dropped from the system on the last day of their birth month and the cost of the employees premium will be adjusted; <p><u>Blue Cross/Blue Shield</u> Elaine reported that many of UNM's employees are not happy with Maratrain Health Care and Blue Cross/Blue Shield is trying to reach out to these employees through their extended network. This would be a service enhancement and a network enhancement.</p> <p><u>Changes in Health Care Rates</u> There were no questions from the committee regarding Health Care Rates.</p> <p><u>HR Communication</u> Elaine reported:</p> <ul style="list-style-type: none"> • Benefit rates are dependent on when the Board of Regents meet; • Open enrollment began April 28, 2015 and has been extended to May 15, 2015; • Pre 65 retirees started a week later; • Elaine stated that there are problems with communicating with retirees since Human Resources does not have all of their email addresses. 	None needed
5	Board of Regents Update (Fran)	Fran reported that the final Board of Regents meeting was held on May 7, 2015 and that there is nothing new to share with the committee. Nothing has changed since she reported on the Board of Regents at the last Benefits committee meeting.	None needed

6	Election of Co-Chairs (Fran)	Nothing could be done about electing a co-chair since the committee was one vote short of meeting the required quorum. This election will be held at the next Benefits committee meeting on June 9, 2015, providing enough members attend to meet quorum.	Fran will send out a reminder to committee members reminding them of the June 9 th meeting.
7	Global Updates (Fran)	Hans reported to Fran that a Financial Advisor has been selected, but the identity of this person is not known at this time. Hopefully this information will be available by the next committee meeting.	None needed
8	Retiree Update (Glen)	Glen reported that there is not much news from the Retiree Association but that numbers were in from the Health Fair. There were 110 attendees at the fair, with the numbers pretty evenly split between pre 65 and post 65 retirees. The Retiree Association is considering doing another fair in the fall, but just for post 65 retirees. This would be in early October of 2015.	None needed
9	Other Business (Fran)	<u>Bereavement Leave:</u> Fran reported on an email she received from an employee who was quite upset with UNM and the university's Bereavement Policy. Policy #34.15, Section 3.4, which is the Bereavement Policy. This policy states that an employee has three days off with pay for bereavement. The employee felt that the three days was not a sufficient amount of time. Fran did some research on this issue and found out that three days is pretty much a standard time period for bereavement across the country. For UNM this three day bereavement policy has been in place for well over thirty years, and that Annual Leave can be used after the three days if approved by management. Fran referred the employee to Pamina Deutsch, Director of UNM Policy Office, since the Benefits Committee cannot make changes in policy, only recommend changes. The issue this complaint raises is why can't Sick Leave be used instead of Annual Leave for bereavement.	Fran asked Dorothy Anderson, when she next meets with Pamina, to bring this issue up and report back to the committee on what Pamina's response is and what the reasoning is behind not using Sick Leave for Bereavement.
	Next Meeting	June 9, 2015.	
	Adjourn	Meeting adjourned at 4:10pm.	