

Faculty & Staff Benefits Committee Minutes

Meeting Date and Place: Tuesday, 6/9/15, 3:30 pm, Herzstein Reading Room, Zimmerman Library

Members Present: Fran Wilkinson, Carol Bernhard, Marcia Sletten, Karen Mann, Glen Effertz, Shawn Berman, Jason Wilby, Codruta Soneru, and Elaine Phelps.

Members Excused:

Guests Present:

Members Absent: Theresa Ramos, Cenissa Martinez, Nicole Stephens, Dorothy Anderson, Lee Brown.

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. Quorum was met for this meeting.	None needed
2	Review and approve agenda and minutes	A motion was made by Glen Effertz to approve the agenda and it was seconded by Marcia Sletten. Fran then presented the April 14, 2015 and the May 12, 2015 minutes for approval since quorum was met for today's meeting. Marcia Sletten made a motion to approve both sets of minutes and it was seconded by Shawn Berman.	None needed
3	Co-Chair Election (Fran)	Fran handed out ballots for the co-chair election to everyone present except Elaine and Dennis, who are not committee members. The ballots were then turned in and counted, resulting in a tie between Karan Mann and Carol Bernhard. The committee agreed to a coin toss to resolve the tie and the winner was Carol Bernhard. She will become the staff co-chair for the committee on July 1, 2015.	None Needed
4	Committee Appointment Updates (Hans)	Committee members who are faculty will remain on the committee until 2016. Hans is the only staff member who is leaving the committee and at this time he has not been replaced with another staff member. Glen, representing the retirees, will also be with the committee until 2016. Nicole Stephens is still a member of this committee and should be back to work at UNM soon.	None needed
5	Human Resources Update (Elaine)	<p><u>Dependent Audit:</u></p> <ul style="list-style-type: none"> • As of today, June 9, 2015, ninety two percent have been verified. • Eight percent have been found to be ineligible. This equals about 500 people who are no longer covered under UNM benefits. • Documentation has also been submitted to AON and HR is waiting for those results. • Final numbers should be in by July 1, 2015. • The projected savings from this audit is \$517,000 per year. <p><u>New Hire Insurance Start Date:</u></p> <ul style="list-style-type: none"> • New faculty hires start work on August 10, 2015. That will be the Monday before classes start. • Insurance coverage for new faculty does not begin until September 1, 2015. This is a 16 day wait period. • The 15 day wait period is a UNM policy. It was instituted to be in compliance with the Affordable Care Act. <p><u>Healthcare Financial Update:</u></p> <ul style="list-style-type: none"> • Elaine will provide the committee with a year-end financial update when HR receives it from the vendor. This should take between 30 – 45 days. • Fran will put this item on the August agenda. 	Fran asked Elaine, and the committee agreed, that Dorothy Anderson, VP Human Resources, should be approached about removing the 15 day wait period for new faculty hires. Elaine will then report Dorothy's decision to the committee at a future meeting.

6	Bereavement Leave (Fran)	Fran read an email to the committee from Dorthy Anderson, VP Human Resources, addressing the issue of only being able to use three days of sick leave for bereavement, and no annual leave time. The email stated that HR is seriously considering the option of allowing the using of two days of sick leave in addition to the three days of bereavement leave currently allowed. But Dorothy mentioned that doing this will need to be presented to the union first since all changes, such as this, need to be negotiated. H R is still evaluating the best time to propose these possible changes.	Dorothy will report to the committee when she has heard from the union and has additional information.
7	Dependent Ed (Hans)	Hans has researched how someone who has dropped out of the Dependent Ed program due to low GPA can get back in to the program. The student loses funding until the GPA gets back to 2.5. It is still worth looking into how Dependent Ed can be extended to include Graduate School.	None needed
8	Wellness (Glen)	Hans referred to the health fair the retirees put on in March and Glen state that there was a wellness presentation as part of the fair.	None needed
9	VEBA (Hans)	Hans reported that a financial advisor has been hired by the university but until contracts are signed the name cannot be released. He also reported that the VEBA Board has been finalized. The Board of Regents have made a new ruling concerning benefits in that beginning in three weeks new employees, when they retire, will have Life Insurance, but not vision or dental insurance. At this time there is approximately ten million dollars in the plan. And even though Hans is leaving the Faculty & Staff Benefits Committee he will still be active with VEBA and can periodically report to the Benefits Committee on VEBA. Elaine reported that one hundred twenty six UNM employees opted out of VEBA, while last year it was five hundred employees who opted out.	
10	Retirees (Glen)	Glen had nothing to report on the retirees since they do not meet in June or July.	
11	Future Items for the Committee (Marcia)	Marcia suggested that an item the committee should consider for future discussion is Catastrophic Leave. At this time catastrophic leave only applies to employees who have a severe illness/disability and will not be returning to work. Catastrophic Leave is not available to faculty either. This is an item that was referred to Staff Council. Hans stated that for this to change it will have to go through UNM Policy to redefine what counts as catastrophic. Currently an employee has to be near death to qualify for catastrophic leave.	
	Next Meeting	TBD	
	Adjourn	Meeting adjourned at 4:10pm.	