

Faculty & Staff Benefits Committee Minutes, September 11, 2012

#	Topic	Discussion/Notes	Action/Follow-up
1.	Meeting called to order at 3:05 p.m.		
2.	Welcome to new members and introductions		
3.	Agenda Approval	Approved	NA
4.	Minutes Approval	Minutes approved	
5.	ERB: UNM's position	<p>Fran received a memo from Amy Neel suggesting we present a more flexible set of principles to the principles. Fran read the memo from Amy Neel with a position statement based off the survey results from received from faculty and staff. After discussion we agreed to present the following:</p> <ol style="list-style-type: none"> 1. 57 retirement age only 2. support small increases on employee contributions (general agreement on .5 - 1.5 contribution) 3. do not support decreases in COLA rate 4. grandfathering period still not determined (anytime within a 10-year period if you are eligible for retirement was discussed) <p>Fran presented NMSU's recommendation. NMSU argues that it may not be possible to make changes due to legal issues. The following concerns were noted: concern with regard to property rights, Cola, and minimum age of retirement. If changes can be made, they should impact only new employees. Many arguments were presented in their statement.</p>	<p>Vote was taken in favor of only 57 minimum retirement age with a 10 year grandfathering period. Passed 7 to 1.</p> <p>Fran will present out recommendation to Amy Neel</p>

		<p>The discussion led to the possibility of short term disability</p> <ul style="list-style-type: none">▪ Elaine: Short term disability will cover major injuries. She is not aware of any insurance that will cover a 100% reimbursed Catastrophic Leave type program . Currently, short term disability covers 60% of salary after 30 days for a period of 6 months. So a hip replacement might fit under this category...but there is a 30 day waiting period before short term insurance starts).▪ GAP insurance – covers the time period that is not covered on the Cat Leave and the short term disability. How to define these parameters is our challenge.▪ Cat Leave program does cover care for a needy family member. Last Staff Council meeting . During the last staff council meeting , it just changed the definition of “needy family member” pending Helen Gonzales’ putting it forth.▪ The Cat Leave Program is well written but it needs to be made clearer. Items for clarification may be: short term, immediate family, expand to the GAP Insurance, the title of Cat Leave, etc. Funding is the key issue, however▪ A recommendation was made that we it would be beneficial to do away with the “Catastrophic” wordage and morph it into a slightly more liberal “Gap Insurance.” We discussed how difficult this would be to write	<p>Perhaps this can be a topic on next month’s agenda</p>
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8	Other Business		