

Faculty & Staff Benefits Committee Minutes

Draft 2

Meeting Date and Place: Tuesday, 9/8/15, 3:30 pm, Herzstein Reading Room, Zimmerman Library

Members Present: Fran Wilkinson, Carol Bernhard, Doleswar Bhandari, Dorothy Anderson, Elaine Phelps, Karen Mann, Jason Wilby, Lee Brown, and Mark Maddaleni.

Members Excused: Shawn Berman, Glen Effertz, and Marcia Sletten.

Guests Present: Crystal Davis, President Staff Council.

Members Absent: Theresa Ramos, Codruta Soneru Cenisca Martinez.

	Subject	Notes	Follow-Up
1	Call to order (Fran)	The meeting was called to order at 3:30pm by Co-Chair Fran Wilkinson. Fran began the meeting by introducing the new committee member Doleswar Bhandari, Bureau of Economic Research. Committee members then introduced themselves to Doleswar. Fran then reviewed the agenda for today's meeting and a motion to approve was made by Karen Mann and seconded by Lee Brown. All committee members approved. No one opposed. No abstentions. One change to the minutes was requested, which was a correction to the spelling of Jason Wilby's name and a suggestion was made to keep the minutes briefer. A motion was made by Karen Mann to approve the corrected minutes and it was seconded by Lee Brown. No one opposed. No abstentions.	None needed
2	Announcements (Fran)	<ul style="list-style-type: none"> • Fran is now a presidential appointee to the VEBA committee; • Fran and Carol have been appointed to the Faculty Senate Budget Taskforce, which grew out of the Faculty Senate Budget Committee and is headed up by Faculty Senate President Stefan Posse. The Taskforce will give the Board of Regents suggestions for the UNM budget process. The Taskforce is made up of both faculty and staff; • A survey was sent out, in August, from the Health Science Center (HSC) Benefits & Services, regarding UNM Benefits, seeking information on what UNM faculty and staff value about UNM benefits. Fran was not certain if the survey included the main campus, but she has requested to see a copy of the survey results. 	Fran asked members of the committee to email her with suggestions that can be taken to the Taskforce.
3	Updates (Fran)	<ul style="list-style-type: none"> • Fran and Carol met with Eric, the representatives of Aon, UNM's risk services provider for insurance. Eric was meeting with various members of the UNM community to work on a five year strategy plan. Fran and Carol suggested he also meet with Stefan Posse, Faculty Senate President, and Crystal Davis, Staff Council President. Elaine Phelps stated that when Aon has completed its research they will meet with UNM's Human Resource department to begin working out the details of the five year plan and keeping UNM on track with the plan; • Year-End Financial Update – Postponed. Elaine will have data for the next committee meeting; • Bereavement Leave – Elaine reported that the bereavement policy has been finalized by HR giving employees an additional two days of bereavement using sick leave, or annual leave, to be used and to also allow additional annual leave to be used to further extend bereavement with a supervisor's approval; • 15-Day Waiting Period for Health Care Benefits – This waiting period will be eliminated next year effective on July 1, 2016. Benefits will begin for new hires on the first day of the month following receipt of their enrollment, and new employees will have sixty days to enroll; 	None needed

		<ul style="list-style-type: none"> • Policy 3700 Education Benefits – A change has been made to Policy 3700, in which a UNM employee may combine personal enrichment with the health and fitness benefit. This would now equal three credit hours; • Rumor - Fran reported that there is a rumor circulating around campus that a study is being done to compare UNM benefits to those of other universities. Elaine confirmed that the study is being done and Aon is conducting the study. It will consist of our peer universities along with a few other universities outside of our peer group. Aon will also look at the Sandia and Los Alamos labs, and Presbyterian Hospital. 	
4	VEBA (Fran)	No update.	None needed
5	Retiree Association (Glen)	No update since Glen Effertz was not present at today's meeting.	None needed
6	Bereavement Leave Policy (Fran)	It has been changed to allow an additional two days of either sick leave or annual leave, and additional annual leave may be taken with a supervisor's approval. Human Resources has approved of this change.	None Needed
7	Goals & Agenda Items for the Fall Semester (Fran & Carol)	<ul style="list-style-type: none"> • Tax Implications that prevent including graduate studies in Dependent Education – Elaine explained that any tuition remission above \$5,250 is, according to the Internal Revenue Service (IRS), taxable. And, all graduate tuition remission is 100% taxable; • There are no Requests for Purchase (RFP) this semester. 	None needed
8	Other Business	None.	None needed
	Next Meeting	October 13, 2015.	
	Adjourn	Meeting adjourned at 4:30pm.	

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