

DRAFT - Faculty Staff Benefits Committee Minutes of July 10, 2012

Regular Meeting time: 2nd Tuesday of each month, 3:00-4:30 p.m., Latin American Reading Room, Zimmerman Library

Meeting Date: July 10, 2012

Members Present: Fran Wilkinson (co-chair, faculty), Hans Barsun (co-chair, staff), Carolyn Hartley, Carol Bernhard, Karin Retskin, Suzanne McConaghy, Loretta Serna, and Sharon Scaltrito

Members Excused: John Vande Castle, Jose Ruybal-Abeyta, Jacqueline Zander-Wall

Members Absent: C Randal Truman, Melissa Vargas

Ex-Officio: Helen Gonzales

Guests Present: Kathy Meadows-Staff Council

Minutes submitted by: Sharon Scaltrito

DRAFT Faculty & Staff Benefits Committee Minutes, June 12, 2012 Meeting

#	Topic	Notes	Follow-up
	Meeting Called to Order at: <u>3:05 P.M.</u>		
1.	Agenda Approval	Approved as submitted.	Not Applicable (NA)
2.	Minutes Approval	Approved as submitted.	NA
3.	<p>Review ERB Update</p> <p>a. Status of Stakeholder Discussions</p> <p>b. Retirement Age Analysis</p> <p>c. Survey Feedback</p>	<p>a. The ERB stakeholder meeting is today. Elaine Phelps is representing UNM.</p> <p>b. The retiree age analysis of all retirements since January 1, 2008 (816 in total with 184 faculty and 816 staff retirements in the group) showed that most faculty retire between the ages of 57 and 60 (127). Staff, most of whom start working at a younger age than faculty tend to retire between the ages of 60 and 70 (366) with the next largest staff group retiring between the ages of 57 up to 60 (103).</p> <p>c. Helen Gonzales noted that the ERB survey ended today. She gave a brief overview of responses and will e-mail results once they are compiled and reviewed. Helen advised she will convene the internal ERB advisory group composed of representatives from the HSC, HR, Faculty Senate, Staff Council, Government and Community Relations and the Retiree Association to discuss survey results and potential recommendations to UNM administration. The final choice on ERB retirement criteria/changes thereto lies with the ERB and the state legislature.</p>	<p>a. NA</p> <p>b. NA</p> <p>c. Helen Gonzales will e-mail ERB survey results to the committee soonest. Suzanna McConaghy will advise Mary Clark on the discussion.</p>

	<p>b. Cat Leave use vs. short & long term disability use?</p>	<p>Of the 44 approved CAT leave requests 31 were cancer related, 3 were transplant related, 10 were either heart attack/stroke or high risk newborn related. Of the 11 denials most were for elective surgery (knee/back/etc.) The CAT Leave program, currently administered under the strict medical definition of Catastrophic has brought CAT leave usage down significantly.</p> <p>b. Discussion focused largely on the gap between CAT leave usage and employee need for additional support in the face of debilitating illnesses that do not fit under the definition of catastrophic but cause significant hardship on families both before and after STD kicks in. The committee decided to research the viability of a GAP measure of support. It was also noted that STD when it does kick in covers the employee only and pays at 60% of an employee's salary whereas CAT leave pays 100% of the employee's salary as could a GAP measure if one were approved accordingly.</p> <p>The earn & burn effect on Sick Leave (SL) was noted as a discussion item given it affects eligibility for CAT Leave and could affect eligibility of a GAP Program as well given employees need to have expended SL before either CAT leave of STD kick in.</p>	<p>illness is incapacitating to their ability to function in the workplace. FSBC Members were asked to look at the Catastrophic Leave Program Policy, #3430 prior to the August meeting.</p> <p>b. CAT Leave will be moved up on the FSBC agenda so there is more time for discussion.</p> <p>c. The FSBC needs to develop and provide recommendations on a GAP Program to HR, following which HR can review and price the proposal and give feedback to the committee.</p>
<p>6.</p>	<p>New President</p> <p>a. Impact of new leadership and update on administrative initiatives & priorities for employee benefits.</p>	<p>a. Fran Wilkinson reported on Dr. Frank's planning retreat which was held yesterday. The focus of discussion was, "Where do we want to be in 2020 and how will we get there?" She noted that he wants the UNM 2020 Plan to have much input from the campus and beyond. An early step is Dr. Frank's 120 day listening tour. Approximately 95 people attended the Retreat in a spirit of fellowship & communication. Helen added information on the use of technology to engage constituents in an open discussion of their views on topics and also in voting on</p>	

		topics.	
7.	Other benefits	Not Addressed	
8.	Committee makeup a. Terms change in September	Not Addressed	
9.	Retiree Association Update	<p>Karen Retskin addressed Retiree Association comments throughout the meeting. They are grouped here for conciseness of presentation and review.</p> <p>a. Gloria Berkholtz is the Retiree Association (RA) representative to the ERB stakeholder group.</p> <p>b. The RA will continue to focus on retaining COLA as is and retirement age as discussion priorities.</p> <p>c. Karin thanked those who voted to retain COLA as is.</p> <p>d. Karin asked if retiree insurance was at risk in 2014 under Obama care. Helen noted she had not heard anything about carving out a sector of employees.</p> <p>e. Karen provided an article on Club Medical (overseas treatments) to Helen.</p>	
10.	Meeting Adjourned at 4:15 PM		