



Faculty and Staff Benefits Committee

Final

Minutes

Tuesday, May 11, 2020

3:30PM to 5:00 PM

Via zoom

Attendees:

Shawn Berman	FSBC Co-Chair; Anderson School
Leslie Easom	UNM Retiree Association
Elizabeth Elia	School of Law
Joey Evans	Human Resources
Trudi Flynn	Payroll
Grace Faustino	Office of the Vice President for Research
Gene Henley	Public Administration
Sidney Mason-Coon	Business and Finance
Jodi Perry	College of Pharmacy
Scott Sanchez	FSBC Co-Chair; Alumni Relations
Marcia Sletten	Health Science Center

Excused:

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Absent:

Dorothy Anderson	Human Resources
Anil Shetty	Plastic Surgery
Nancy Shane	Staff Council President

Guests:

N/A

Minutes:

Felisha Martinez	Office of the University Secretary
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Meeting called to order @ 3:34 PM.

Quorum was met.

Agenda

A motion to approve the agenda for May 11, 2021, was made. The motion was seconded and approved by unanimous decision.

Minutes

The group discussed a minor change to the sentence structure in the Retiree Association portion of the meeting minutes. Changes to Ms. Faustino’s title was made as well as two minor typos in the HR section and Retiree Association section. A motion to approve the April 2021 meeting minutes was made as amended. The motion was seconded and approved by unanimous decision.

Co-Chair Selection Process

Dr. Shawn Berman and Scott Sanchez



Faculty and Staff Benefits Committee

Mr. Sanchez will step away as the staff co-chair since he will be the new Staff Council President. A new representative will be appointed by the Staff Council. The Office of the Secretary will send out a call for nominations for committee co-chairs via email. People can self-nominate and nominate other committee members. The call for nominations will go for one week and one more week for members to vote via electronic survey.

Lobo Health Strategy/Future Health Strategy

Dr. Shawn Berman and Jodi Perry

Dr. Art Kaufman, the Vice Chancellor of Community Health Services, presented to the Lobo Health group regarding social determinates on health. The main example give was “Getting people to graduate from high school would do more in prevention of untimely deaths than getting someone to quit smoking”. Someone is more likely to use emergency room services if they must prioritize other things over their health. Community health care workers helped to conduct short interviews consisting of 10 questions related to social determinates. The questions were related to food insecurities, difficulty with transportation, etc. The use of community health workers saw great returns of a 4 to 1 cost savings. These individuals can code and therefor keep records related to lack of resources in the same way codes are used for a diagnosis. The FSBC was wondering if they can have community health worders assigned to the Lobo Health group. What does health care access look like to FSBC? Mr. Evans stated the issue for Lobo Health participants include social, behavioral, and economical issues as determinates of health. How do we assess our group of its needs for community health workers, how many will be assigned a health worker? This was discussed by the FSBC.

Voluntary Employee Beneficiary Association (VEBA) Committee Meeting

Dr. Shawn Berman

There was not an updated report as the group has not met since previous FSBC meeting.

Budget Leadership Team (BLT) Meeting

Gene Henley

There was not an updated report as the group has not met since previous FSBC meeting.

Policy Office

Sidney Mason-Coon

Cannabis legislation has passed, and the Policy Office will begin to look at how this will impact the University. A taskforce has been created that consists of HR and University Council. This group is in the preliminary stages of their work.

FSBC discussed the inclement weather policy. Ms. Mason-Coon stated that the Policy Office has been looking into this policy since October 2020 when there was a snowstorm. There was another snowstorm in February, however it was a unique situation as no one called a snow day. As a result, the University received several complaints. The biggest concern is that each department may not be able to provide equipment to employees. Do people take leave if they do not have equipment or forget their equipment in the office? A committee member stated that putting the cost on the departments to provide technology is an issue. Another member suggested that they look at having two categories, which jobs can be done from home and which cannot. Employees that have children poses another challenge. Rio Rancho will not have snow days going forward. Albuquerque Public School (APS) has not taken a stance, which is a big school district for UNM employee’s children. Will each child have equipment, and will that equipment work and be reliable when needed? A committee member reported they feel the FSBC cannot



Faculty and Staff Benefits Committee

take a stance until they know what APS may be doing. The tiers work but need to be refined as over the last year the University has learned a lot and how the current policy affects new realities. It was stated that the current policy is vague and needs to be more specific. It is not a question of who is critical or not, but a question of equipment and access to equipment. A committee member asked if the current language can be taken out and verbiage regarding the tiers be included. There was another suggestion to leave the policy as is because snow days are so infrequent. HR will follow up on this. Mr. Evans stated the current tier system was meant to be for remote work due to the pandemic. Ms. Mason-Coon stated the draft of the policy will be sent to the FSBC for review.

A committee member asked about the vaccine policy. They have an employee who has been diligently wears their mask and follows their social distancing/sanitizing protocol. They want to stay safe but are worried about the possible requirement of the vaccine to work on campus. Ms. Mason-Coon stated that at this time no vaccines are required to work on main campus. HSC does require certain vaccinations in order to work in person. Currently there is not a university policy regarding vaccinations. A COVID vaccination won't be a policy, but rather a requirement by the University President. Dr. Easom stated she could see this changing as the vaccines for COVID become FDA approved. A committee member reported that 300 institutions are requiring the COVID vaccine to be on campus. The committee member who posed the vaccine requirement question, stated they are worried that people may be isolated for not getting the vaccine.

Retiree Association

Dr. Leslie Easom

Dr. Easom was not at the last Retiree Association meeting. However, she stated that some individuals were having issues with their automatic bill payment being processed. They received messages from the Bursars Office saying payment had not gone through. Mr. Evans stated this was the first he had heard of the issue. He stated that systematic issue will not cause a person's insurance to be cancelled. Ms. Faustino stated Google has instituted a storage capacity requirement to Gmail account owners. If users had maxed out their space and when forwarding UNM emails to their Gmail, it would be rejected. So, they will not get notifications sent from UNM and miss important communications. Especially if they do not check their UNM accounts.

Human Resources

Joey Evans

The Wellbeing Expo will take place September 21-23 and will be virtual. The is a collaboration between Staff Council, HSC Wellness and Employee Wellness. They will try to keep each presentation in the 45-minute range. Keeping the event virtual makes it accessible to many people.

HR will be evaluating health plan claims and are preparing for 18 months of COVID related delays. HR is also working on the FY22 of health incentive.

A committee member asked about the status of the telecommuting policy. Mr. Evans said this is more of an arrangement between employee and supervisor rather than a policy. Guidelines will be provided and an evaluation for the employee will be available to complete. Some departments will begin using the guidelines/evaluation in June as a pilot program. In July supervisors will



Faculty and Staff Benefits Committee

work on arrangements for the August 2nd return to campus plan. This could be when the broader UNM community will have guidelines and assessments available to them. IT is one groups that is being piloted.

Next Meeting:

June 8, 2021

3:30 PM

Via Zoom

Adjourn: 5:00 PM