

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>ERB will have a retreat on the 19 & 20th of September to determine what will be put forth to the legislature.</p> <p>Members were referred to the following website for Legislative news from Santa Fe: GOVREL-L@list.unm.edu</p>	
6. Update	<p>Health Insurance Rebate Question</p> <p>Retirement Benefits Committee</p>	<p>Individuals getting large rebates on insurances reimbursement. We don't have his option because we are self funded. We actually have a better system</p> <p>200 letters were sent to legislature and candidates (in the coming election) on ERB. The retiree benefits committee is going to the retreat and then present a forum related to the retreat.</p>	
7.	Staff Cat Leave	<p>Point of Discussion:</p> <ul style="list-style-type: none"> ▪ The Catastrophic Leave Program is for staff members only. Faculty have an extended leave plan that is separate from the CAT Leave. For staff, ▪ This program was revised over the year and at one time was much more liberal than today's plan. We know that most requests are approved (Dr. Rice report). These approvals are usually for cancer -type illnesses. "Illness" is the key word here - vs - "major injury" (permanently prevents continuing in their work). ▪ The Cat Leave program may be constricted because of the title rather than what it covers if the title were "Extended Leave" . This might address some of the major concerns with Cat Leave. 	

		<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		