



Faculty and Staff Benefits Committee

Final

Minutes

Tuesday, July 13, 2020

3:30PM to 5:00 PM

Via zoom

Members Present: Shawn Berman (FSBC Co-Chair; Anderson School), Leslie Easom (UNM Retiree Association), Joey Evans (Human Resources), Grace Faustino (Office of the Vice President for Research), Gene Henley (Public Administration), Marcia Sletten (Health Science Center)

Members Absent-Excused: Elizabeth Elia (School of Law), Jodi Perry (College of Pharmacy), Dimiter Vassilev (Mathematics/Statistics)

Members Absent-Unexcused: Anil Shetty (Plastic Surgery)

Ex-officio Present: Sidney Mason-Coon (Business and Finance), Trudi Flynn (Payroll)

Ex-officio Absent: Dorothy Anderson (Human Resources), Scott Sanchez (Staff Council President)

Guests: Nancy Middlebrook (University Secretary)

Minutes: Felisha Martinez (Office of the University Secretary)

Meeting called to order @ 3:35 PM.

Quorum was not met.

Agenda

Quorum was not met. Committee was unable to vote on the agenda for July 13, 2021.

Minutes

Quorum was not met. Committee was unable to vote on meeting minutes from June 2021, however, will be voted on at the August 2021 meeting.

Lobo Health Strategy/Future Health Strategy

Joey Evans

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



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The Policy Office vetting group is having their first meeting to discuss their roles and expectations. They are working with IT to create a technical system to route, track, and report on policy activity. The group will include representatives from the Policy Office, HR, Office of the University Secretary, Dean of Students and University Council. When requests come in, they will identify which other representatives need to be involved.

Retiree Association

Dr. Leslie Easom

The Retiree Association had their annual meeting via zoom. They had two representatives from the New Mexico film office to discuss film in New Mexico. With NBC and Netflix studios being built, New Mexico will have the largest number of studios. New Mexico will be ranked higher in the number of studios over Vancouver and Georgia. The economic impact for New Mexico will be positive. Leslie said the impact on the cost of living was not discussed. The cost-of-living in New Mexico is lower compared to other areas. It is unknown at this time how the new studios will affect UNM and the New Mexico film office working with interns as Leslie said this was not discussed either.

Human Resources

Joey Evans

The remote and telecommuting guidelines have gone out this month. A committee member said they received a call from an adjunct professor regarding the union. Is there going to be something from administration regarding issues they may face (i.e., compensation)? The University Secretary, Nancy Middlebrook, provided links to the collective bargaining agreements (CBA's) and suggested having Barbara Rodriguez speak with FSBC if there are more questions or concerns.

- UNM – UA UNM - Collective Bargaining Agreement for Unit 1
<https://provost.unm.edu/faculty-unionization/docs/collective-bargaining-agreement-unit-1.pdf>
- UNM – UA UNM – Collective Bargaining Agreement for Unit 2
<https://provost.unm.edu/faculty-unionization/docs/collective-bargaining-agreement-unit-2.pdf>

A committee member asked about the remote work agreement and using Adobe Sign. They wanted to know how much detailed is needed. They are trying to be flexible with schedules and flexing work time. Joey said this will vary by position and it is an agreement between the supervisor and employee. It was suggested they put details in bullet points in the summary section. Another committee member asked about the agreement for out of state employees who started working remotely before the guidelines were released. Joey said it only affects new agreements, however departments will need to work with their HR consultants to make sure there are not any issues with paid leave laws in different states, taxes, etc. It was stated that the guidelines are for staff and faculty. Joey said HR does not know if there are any union implications.

Nancy asked if HR is thinking of bringing back health checks. Joey said they are looking at how they ended the year with reserve surplus. What opportunities do they have to support



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preventative health? AON provides information on reserves. HR is concerned about the delayed care because of COVID. This delay may occur for the next 12 to 18 months. He can bring forth more information to the committee as it becomes available.

Leslie stated a retiree came to her with an issue regarding their prescription medication not being covered by insurance. Joey asked that the individual reach out to him directly to examine the issue further. They can go through the appeal process; however, he would like to work with the individual to see what needs to be done.

Grace stated there is going to be a change to the cyber insurance coverage. The detail agreement will only cover active faculty and staff. Those negatively impacted will be retirees and students. It was reported that there are conversations being had about having a lighter version of coverage for those people. It was asked who in the Retiree Association does IT need to work with. Leslie said the new President is Tim Backes and the President Elect is Alfred Matheson. The President Elect is the best person to work with being that they are an attorney and may have some insight this subject. Mr. Duane Arruti is the director for IT and all questions regarding the licensing should be addressed to him. Joey said that in the last year, IT had enabled the multifactor authentication for retirees. This was used for applications and Office 365. Marcia said as of right now, the University uses A3 licenses for qualified education users and A1 license for other affiliates. Both licenses have email and applications in the cloud. A3 licensing has more storage space and 4-5 suite packages to be used on personal devices. Main campus will move to A5 licensing, which has the highest level of security. HSC will not move to A5 licensing as they have made some other purchases this last year.

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.

Committee Member Request

Marcia Sletten

Marcia said she is a co-chair for the HSC Staff Mentorship Program. This program started in 2010, has had 10-13 pairings and as much as 50 pairs. They started revamping the program as participation started to decline in the last two years. They looked at Arizona State University as it is a huge program. This program is a funded department. HSC has a volunteer committee of five people. They have brought in HR for workshops. Marcia volunteered to be paired with a mentee. Her mentee would like to network and learn more about the different areas of the University. Marcia felt this would be great exposure for her to attend the FSBC meetings. The request was made to have her mentee attend meetings for the fall. An email will be sent to the committee for approval.

BLT Rep

Dr. Shawn Berman

FSBC needs to select a BLT representative. Mr. Henley volunteered to continue as the rep. This is done internally by the committee. An email will be sent out to the committee asking for nominations.



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Next Meeting:

August 10, 2021
3:30 PM
Via Zoom

Adjourn: 4:30 PM