

Faculty Staff Benefits Committee

Minutes August 24, 2010

1. Members present: Vera Norwood
C. Randall Truman
Hans Frederick Barsun
Carol Bernhard
Nisane Capps
Frances Wilkinson
Ex-Officio:
Raqui Martinez
Elaine Phelps
 - Excused: Harjit Ahluwalia
Marsha Baum
 - Absent: I-Ming Chen
Mohamed El-Genk
Christee King
Richard Goshorn
Sharon Scaltrito
Karen Retskin
2. Members elected Vera Norwood faculty co-Chair and Nissane Capps, staff co-Chair for 2010-2011.
 3. Frances Wilkinson assumed she would be serving a term on the committee. Norwood will consult with Senate leadership to be sure this is possible.
 4. Committee agreed on a standard meeting time: second Tuesday of the month at 3:00.
 5. Discussion items carried over from spring 2010. Norwood reported that the President's Strategic Advisory Team is again considering whether the long term care insurance benefit should be continued. Truman recommended, and the committee concurred, that we strongly reiterate our position that long term care is an important benefit and should not be dropped. Also, Truman noted that the charge to the Committee in the Handbook needs to be updated to reflect the addition of a staff co-chair. Norwood will attend to that.
 6. Helen Gonzales was not able to attend the meeting. Elaine Phelps presented two critical agenda items.
 - A. Dependent eligibility audit: HR has contracted with an outside firm, Healthcare Analytics, to conduct this audit beginning early September and requested the committee provide input on several issues. What should the penalty be for faculty/staff who refuse to participate in either phase of the audit? The committee agreed to the least punitive penalty—denial of ineligible (?) dependent benefits. When will ineligible dependents be dropped as a result of the audit? The committee agreed with the HR recommendation that termination should occur as soon as possible. The committee also recommended that HR provide the affected employee with suggestions for finding other healthcare. The committee made several other recommendations: there should be an amnesty period before the audit giving employees an opportunity to update

their dependent list; great care needs to be taken to ensure that the audit participation requests get to faculty on sabbatical and staff or faculty who may be on other leave; that there be provisions for staff who do not use computers to respond to the audit; and that dependent benefits as described on the HR website be clarified (especially in regard to the age 25 rule for children). Finally, the committee offered to vet the materials that are being developed before they are sent out. Given the timeframe already identified this did not seem feasible.

- B. Retiree Health Care Committee: In response to rising unfunded liability projections for the Retiree Health care Plan, HR proposes to establish a broad based campus committee to look at the current benefit and make recommendations on what can be done to keep the plan solvent for current employees as well as how the plan may be modified for new hires, if necessary. While the committee agreed that this was an important project, note was made that the Handbook charge states that "Other units within the University will not create separate benefits committees." Phelps agreed that it would make sense for this project to be an effort emanating from the Faculty Staff Benefits Committee. Phelps (and perhaps Gonzales) will attend the September meeting and we will work together to set the committee and develop a charge and timeline for the work.
- C. Phelps also requested that Mary Jo Quintana, Manager of the Employee Health Promotion Program, make a presentation at the next committee meeting.

7. Meeting adjourned; next meeting date September 14, 2010.