

Faculty/Staff Benefits Committee
Meeting Minutes
April 9, 2013
draft

Members Present: Fran Wilkinson, Faculty co-chair, Hans Barsun, Staff co-chair, Shawn Berman, Carolyn Hartley, Elaine Phelps (ex-officio), Karin Retskin, Sharon Scaltrito, Randy Truman, John Vande Castle, and Jason Wilby.

Members excused: Carol Bernhard, Dr. Lee Brown, Suzanne McConaghy, Codruta Soneru and Jewel Washington.

Members absent: Josie Abeyta (ex-officio), Cenessa Martinez (ex-officio) and Theresa Ramos (ex-officio)

Guests: Kathy Meadows, UNM Staff Council, Jackie Hood, Anderson School and chair, Faculty Senate Policy Committee and Donna Cromer, chair, Faculty Life and Scholarly Support Council.

Introductions and welcome extended to all. Hans states that he and Fran may get called to attend the Budget Summit which is currently underway-to address the Retiree Healthcare Task Force report.

1. Agenda approved as submitted.
2. Minutes of March 12, 2013 approved as submitted.
3. Respectful Campus Policy: Jackie Hood: Jackie Hood states that the Respectful Campus Policy, C09, section 7. Monitoring, as found in the Faculty Handbook, calls for an annual survey "...to measure the effectiveness...of the policy" in collaboration with the Staff Council and HR. She asks the committee for interested members to assist with the survey. Carolyn Hartley and Shawn Berman volunteer and Elaine will contact Jackie with the name of a staff person from HR.

Jackie said the policy will be reviewed this fall due to issues that have impacted the policy. A committee member states that they think the Provost is doing a campus climate survey and could these studies be at cross purposes? Jackie says she will check with his office but that she thinks his survey is sent out to a random sample for completion and she would like her survey to go out campus wide for potentially a larger return of completed surveys. It is anticipated things will get going late summer, early fall.

4. Family and Medical Leave Policy (3400): Fran states that the committee has received permission to comment late. The intent of the changes seems to be to clean up language, address active duty-that is employees in the National Guard, Reserves and Regular Armed Forces that require deployment to a foreign country.

John calls the committee's attention to changes in the definition of "immediate family" noting it proposes to delete siblings to care for a family member. He states that this has the potential to greatly impact older employees who may not have any family but siblings left to care for them. Jackie states

that this particular change actually has UNM meeting the minimum that the law requires. She stated that the original language had UNM in a more generous coverage.

Karin moves that the FSB Committee report back to the Policy Office that we wish the language defining “immediate family” revert to the original language. Shawn seconds the motion. The vote is called and the motion passes unanimously. Fran will let the Policy Office know our opinion on this issue.

At this point of the meeting Hans and Fran get the call to report to the Budget Summit to assist in the presentation on the retiree healthcare insurance issue. After a quick look at the next agenda items, the motion is made to adjourn the meeting. Adjournment is unanimous.

Carry-over items for the May agenda include:

- 1) Update from the Retiree Health Care Task Force
- 2) Update on Health Insurance fiscal health and expected premiums
- 3) ERB update
- 4) Update on wellness and health assessment programs
- 5) Long-term Health insurance cost control options beginning discussion
- 6) Retiree Association update
- 7) Other Business

Meeting adjourned at 3:25
Minutes submitted by Karin Retskin