



Faculty & Staff Benefits Committee

Minutes

Tuesday April 9, 2019

3:30pm to 4:30pm

Herzstein Latin American Reading Room, Zimmerman Library

Attendees: (taken from sign-in sheet – for those who signed in)

Fran Wilkinson	University Libraries & Learning Sciences
Mark Maddaleni	Arts & Sciences
Dorothy Anderson	Human Resource
Joey Evans	Human Resources
Bonnie Leigh Reifsteck	Policy
Erica Grong	IT
Dimiter Vassilev	Mathematics/Statistics
Marcia Sletten	Health Science Center
Gene Henley	Public Administration
Leslie Jones Easom	UNM Retiree Association
Trudi Flynn	Payroll

<i>Excused:</i>	Keeta Harnett	Law Library
	Shawn Berman	Anderson School
	Brooke Cholka	Research & Compliance
	Donna Smith	Retiree Association

<i>Absent:</i>	Manuel Martinez-Ramon	Electrical Engineering
	Codruta Soneru	Anesthesiology

Guests:

<i>Minutes:</i>	Dennis Dunn	Office of University Secretary
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Meeting called to order @ 3:34pm.

Quorum was met.

Agenda:

- Agenda was unanimously approved.

Minutes:

- February 12, 2019 minutes were unanimously approved. The March 12, 2019 minutes were also unanimously approved.



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Human Resources Updates

ERB Proposed Changes – Final Decisions:

Joey Evans and Dorothy Anderson

- Joey presented a handout with changes signed by Governor Grisham on April 4, 2019. There is also information on the handout on his Draft Communication Plan. These changes can also be found on the ERB website <http://www.nmerb.org>
- Joey's handout will be posted on the Faculty & Staff Benefits page of the Faculty Governance website <http://facgov.unm.edu/> along with today's minutes when approved.
- Discussion on the ERB changes followed.

Parental Leave Proposal – Status Update:

Joey Evans and Dorothy Anderson

- Dorothy reported that President Stokes has sent out approval for Parental Leave for Staff members. Both parents would be eligible for four weeks each, with twelve months of prior employment. The leave time must be taken within twelve weeks of the child's birth.
- The president will review how this Parental Leave is being used, after the first year, to see if any changes need to be made.
- The policy has not yet been posted for review.

Other Items:

- Joey reported that open enrollment is continuing for the Lobo Health implementation.
- Lobo Health will be reported on at the May 14, 2019 Benefits Committee meeting.
- Dorothy reported that the Senior Vice President on-site interviews are coming up in the next few weeks. There are four candidates.

Policy Changes:

Bonnie Leigh Reifsteck

- On March 18, 2019, President Stokes approved minor revisions to three policies:
 - Computer Security Controls
 - Leave with Pay
 - Wage & Salary Administration, clarifying that neither exempt, or on-call employees, receive a shift differential.
- Four policies are out for campus comment until May 1, 2019. None of these policies affect Benefits. Details can be found at the Policy Website www.policy.unm.edu :
 - Oversight of University Affiliated Organizations
 - Revisions to UNM Mission History & Organization
 - Reasonable Accommodations for Students with Disabilities
 - Education Abroad Health & Safety

- **VEBA Committee Meeting:**

Fran Wilkinson

- The VEBA Appeals Subcommittee has met.



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- The full VEBA Committee will meet before the May 14, 2019 Benefits Committee meeting and Fran will report at that time.

Budget Leadership Team (BLT) Updates:

Gene Henley

- Gene reported on the Budget Summit:
 - The BLT is pleased with what it has presented to President Stokes. It has also been presented to the BoR Finance and Facilities Committee and will soon be presented to the full Board of Regents.
 - It contains a 2%, across the board, pay increase, minimal tuition increases, with a slight increase at the graduate level. The students support the tuition increase.
 - The Governor's Office has contacted President Stokes office stating that the Governor would like to see a 4% pay increase for all UNM employees. Unfortunately, UNM is not funded for an across the board 4% pay increase but the Administration is meeting to try and figure out how to pay for this increase. The difference between a 2% raise, and a 4% raise, is \$20 million. The BLT will meet next week to also try and figure this issue out.
 - Discussion on these issues followed.

Retiree Association Update:

Leslie Jones Easom

- Leslie reported that Joey Evans visited the Retiree Association and discussed VEBA and how the money in that trust works.
- Discussion about VEBA and retirees followed.

Other Business:

- President Stokes has announced that UNM will be closed July 5, 2019, to celebrate the July 4th Holiday.

Next Meeting:

May 14, 2019

3:30pm – 4:30pm

Herzstein Latin American Reading Room, Zimmerman Library

Adjourn: 5:00 pm