UNIVERSITY BENEFITS COMMITTEE
MINUTES for the meeting of March 5, 2015 (12:00 – 2:00, Altgeld 212)

The meeting was called to order at 12:02 by Terry Borg, Committee Chair.

Members present: Terry Borg, Liz Guess, John Hulseberg, Murali Krishnamurthi, Celeste Latham, Brian May, Samantha McCarron, Pam Rosenberg, George Slotsve, Sherilynn Spear

I. Approved Agenda with no edits or additions. Motioned by McCarron, seconded by Spear.

II. Approved minutes from 1/29/2015 meeting with one edit. III. c. iv. was updated to say "...and the new Senior Associate Vice President of Human Resources will be made aware of the request." Minutes approval motioned by Spear, seconded by Rosenberg. Minutes were approved.

III. Old Business:
    a. HR – Benefits Update (Latham and Guess)
       i. Pension – On 1/4/2016 the new Money Purchase formula will take effect. Due to this change in the formula, an active employee who retires after 1/4/16 will need to work an additional 9 months to make up the difference. Inactive employees need 11 months. Also, April 28-29 SURS is coming to DeKalb campus with three counselors. SURS is willing to waive the restriction of one meeting per year per employee if employee has the subsequent meetings at NIU Naperville location. Contact SURS to for waiver.
       ii. Affordable Care Act (ACA) – HR is still working through the details with other universities. There is a meeting with a consultant scheduled.
          1. A question was raised about the impact on Graduate Assistants. Any employee that works 30 or more hours per week is considered “Full Time”, but GA’s are limited to 20 hours and can only work more if approved. However, extra hours are frequent. HR representatives will meet with Lisa Freeman and Brad Bond to discuss this issue.
       iii. Addition by Slotsve – There is a meeting scheduled with Alan Phillips, Lisa Freeman, and the Faculty Senate to discuss potential cuts as an effect from the declining state appropriation. Slotsve also announced that a new CFAC subcommittee, the Resources, Space, & Budgets subcommittee, consisting of 5-7 people, is expected to be formed. Slotsve mentioned that short and long-term changes need to be made. A contact person within the subcommittee may be wanted by the UBC.
       iv. CMS Dependent Audit – Deadline for audit is 9/1/2015, and will be performed by a third-party auditor.
       v. Metra Pre-tax Transit Benefits – No update, and will be removed from agenda until further notice.
       vi. Disability Resource Center/HR Accommodations Usage Report – There is an approval process for funds used by departments to accommodate employees. Karen Baker and Melanie Tucker are discussing the limits on such funds. Further updates to come.
       vii. CMS Wellness Benefit – No update, and will be removed from agenda until further notice.
       viii. Other
            1. Benefits Choice will likely see minimal changes in May 2015. The State will not offer the choice for a high-deductible health plan.
            2. State is looking to add an option to contribute to a Roth IRA, effective 7/1/15.
3. House Bill 403, a bill to eliminate the employee dependent tuition waiver was not called on the House floor on 3/4/15. It is up again on 3/11/15.
4. There will be changes to the employee tuition waiver because of new tuition & fee structure at NIU. Borg will invite Kinga Mauger and Brad Bond to the next scheduled UBC meeting to discuss.

b. Annuitants Association Report (Spear)
   i. Spear provided update on email access for annuitants. Brett Coryell clarified that annuitants will continue to use GroupWise for now, but that DoIT is close to a resolution that would allow annuitants access to Outlook. For library access, access issues are a bit more complicated. An employee can only “retire” once in the computer system. If a retiree is re-hired, at the end of that employment they are “terminated” in the system. Only retirees are currently able to access library services. Coryell is working with TJ Lusher to resolve. Next Annuitants Associate meeting is in mid-April.

c. Employee Morale
   i. No Update from Faculty Senate or SPS Council.
   ii. Operating Staff Council – Handout “Two Components of the Operating Staff Council’s ‘Employee Morale’ Action Plan” provided to UBC members. President Baker did attend OSC meeting on 3/5/15.
   iii. Handout on Cellular Service Stipend Policy

d. Dual Career Issues (from PCSW) – No updates and will be removed from agenda until further notice.

IV. New Business:

   a. CMS Vendor Selection (MCAP) and Benefit Terms (Dental Coverage)
      i. There seems to be employee confusion and frustration with vendors. QUESTION: How can we begin to influence CMS with the selection of vendors, as well as the benefit terms?
      ii. Individual concerns should be referred to Member Services Unit at CMS.

   b. Work From Home Guidance (University Closure/Required Teleconference) – There is no specific policy for exempt employees regarding working from home if the University is closed.

V. Announcements:

   a. Next meeting scheduled for April 23, 2015 at 12:00 Noon in Altgeld 212.
   b. Wellness Fair is scheduled for April 1, 2015.
   c. There will not be a Benefits Choice Fair this year.

Meeting adjourned at 1:58 p.m.