UNIVERSITY BENEFITS COMMITTEE
MINUTES for the meeting of October 16, 2014
(12:00 – 1:45, Altgeld 212)

The meeting was called to order at 12:07 by Terry Borg, Committee Chair.

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

I. Introduction of new and returning members, including introduction of UBC Chair Terry Borg. Discussed committee mission and purpose.

II. Approved Agenda with no corrections. Motioned by Slotsve, seconded by Rosenberg

III. Approved minutes from 9/4/14 meeting with no corrections. Motioned by Latham, seconded by Spear

IV. Old Business:
   a. Benefits Update (Latham and Guess)
      i. Pension – Still waiting on the state courts for a decision on the pension. SURS election of trustees and other updates are on SURS website
      ii. Affordable Care Act – NIU is working with other 4-year publics to determine best route to take. Still waiting on RFP, and there is no deadline set to have a completed proposal.
      iii. CMS Dependent Audit – no movement on audit. Have not heard back from CMS on when audit will begin.
      iv. Metra Pre-tax Proposal – More information about NIU’s volume and interest levels, limitations and participation minimums is needed before a recommendation can be made about whether to pursue.
   b. Relaying Accurate Information (Borg)
      i. An example was brought forth about confusion regarding overtime pay. A lengthy discussion was had regarding how to best relay accurate information to appropriate committees and councils, as well as to faculty/staff on an individual basis.
      ii. Recommendation: When concerns or an issue are raised in a council or by an individual, it is best to refer the question back to the authoritative source (Ex: refer back to HR for questions about overtime pay). This ensures confidentiality and maintains accuracy of the information.
      iii. Interesting note: Faculty and staff are able to use Disability Resource Center, as well as contacting Accommodations at HR. A report for usage of these services by faculty/staff will be requested for the next meeting.
   c. Annuitants Association Report (Spear)
      i. The Annuitants Association has not met since last UBC meeting. Next meeting is scheduled for October 30th.
      ii. CMS was at NIU for a Medicare session for Annuitants.
      iii. Beginning October 1, 2014, insurance premiums are no longer being taken from monthly pensions. Whether or not the retirees will have to pay back-premiums will be decided by the courts.
   d. Employee Morale
i. Lengthy discussion that revolved around perceived major issue behind morale issues: inability to cope with change. Discussed potential for bringing more change management workshops to campus

ii. Also discussed importance of any ideas/changes being organic rather than top-down

iii. ACTION ITEM: Will bring morale issue to Faculty Senate/SPSC/OSC for salient recommendations

e. Dual Career Issues (from PCSW)
   i. Awaiting proposal, so discussion is again tabled to future meeting

V. New Business:
   a. Communication with various groups across campus
      i. Tied into discussion about relaying accurate information. Again discussed importance of accurately relaying information.
      ii. Also talked about importance of not only communicating via email, but possibly flyers or handouts for employees who do not have regular access to computers.

b. SPSC Cell Phone Stipend Survey
   i. Survey was not meant for distribution to all SPS faculty/staff
   ii. Results of survey were presented – interesting to note that 80% of respondents feel comfortable/very comfortable with having one cell phone that would serve both work and personal purposes
      1. Talked about risk that many employees would not understand implications of conducting work business on a personal phone, i.e. phone records, emails, and text messages are subject to FOIA requests and subpoenas.

c. Other
   i. Next meeting will be Thursday, November 20, 2014; 12:00 – 2:00; 212 Altgeld Hall
   ii. Spring UBC schedule will be set on 11/20 meeting

VI. Meeting adjourned at 1:47 p.m. Motioned by Krishnamurthi, seconded by Slotsve