UNIVERSITY BENEFITS COMMITTEE
MINUTES for the meeting of May 5, 2016

The meeting was called to order at 2:01 PM by Terry Borg, Committee Chair.

Members present: Terry Borg, Celeste Latham, Mary Wyizard, Murali Krishnamurthi, Samantha McCarron, George Slotsve, Sherilynn Spear, and Wendell Johnson.

Guest: Steve Builta on behalf of SPS Council

I. Agenda Additions/Approval: Terry Borg added “B” to Announcements for Recognition of outgoing members. Item “D”, SPS Council Proposals, was also moved to the top of the agenda to accommodate guest Steve Builta. Celeste Latham moved for, and Samantha McCarron seconded, approval of the modified agenda. The motion was approved unanimously.

II. Minutes Approval from April 7, 2016 Meeting: George Slotsve moved for, and Celeste Latham seconded, approval of the minutes. The motion was approved unanimously.

III. Old Business:
   a. SPS Council Proposals
      i. Salary increments for degree completion and/or professional certification
         1. Builta informed UBC that HR is awaiting replies from other institutions. This will remain on UBC agenda for Fall 2016.
      ii. University service and shared governance
         1. At previous UBC meeting, there was concern regarding the phrase “shared governance”. This phrase has been stricken in its entirety from the Proposed Policy on University Service. A revised version is attached, and has been approved by both Operating Staff Council and SPS Council.
         2. This updated policy may have to be addressed through collective bargaining for unionized employees. Current policy only pertains to faculty service.
         3. Concern from UBC member: Are employees being evaluated based on university service as a part of their job duties? Builta replied that this is beyond the scope of the document, but is up to supervisor discretion. He elaborated that if the supervisor declines employee university service, the employee may file a grievance. Builta again emphasized that this is beyond the scope and intent of the document/policy.
         4. Johnson moved to endorse Policy on University Service and recommend to President Baker. McCarron seconded. Motion passed unanimously with an abstention from Latham.
   b. Benefits Update (Latham)
      i. Pension
         1. Next change to Money Purchase formula is slated for 2019.
         2. Latham informed that volunteer work during 60 days after retirement is strictly prohibited based on IRS guidelines.
      ii. Benefits Choice
         1. There is a May 10th session for Q&A
         2. There is a disclaimer on bottom of Page 7 of benefits choice booklet regarding 2017 Plan Year Premiums as related to AFSCME negotiations. Rates may increase after negotiations are finalized. Latham speculated that the earliest employees would become aware of a change is July/August. Language in booklet is directly from Governor Rauner’s office.
iii. Claims and payments delay
   1. Self-insured health plans are not paying providers. Employees should contact HR if provider is requiring full payment up-front.

iv. Other
   1. CMS may introduce an online enrollment system. More details to come as they emerge.
   2. A self-managed representative is coming to campus on 6/27. Employees should contact HR directly to schedule an appointment.
   3. Prescription plan changes: There have been many changes to covered prescriptions. HR is looking into the details.

   c. Annuitants Association Report (Spear)
      i. At last NIUAA meeting, there was a lengthy report from Jim Lockard.
      ii. There are many bills proposed in Illinois Senate and House to change pension for current employees.

   d. Employee Morale and Workload
      i. No updates – will be removed from agenda going forward.

IV. Next meeting: Fall 2016. Members tentatively agreed upon meeting 1st Thursday of the month, beginning September 2016.

V. Announcements:
   a. Borg to draft annual report, and will send to members for review in the coming weeks.
   b. Borg recognized outgoing UBC members. George Slotsve and Terry Borg both have service terms ending, and may or may not return in 2016-17, based on representing body.
   c. McCarron announced that she will not be in attendance on UBC during Fall 2016, plans to return Spring 2017. SPSC may assign temporary replacement.

Adjournment: McCarron moved to adjourn, with the second from Johnson. The motion to adjourn was approved unanimously. Meeting adjourned at 3:10 PM.