UNIVERSITY BENEFITS COMMITTEE
MINUTES for the meeting of September 3, 2015
(2:00 – 4:00PM, Altgeld 225)

The meeting was called to order at 2:05
Members present: Terry Borg, Wendell Johnson, Therese Arado, Liz Guess, Murali Krishnamurthi, Samantha McCarron, Sherilynn Spear, George Slotsve

I. Introduction of new and returning members. Discussed committee mission and purpose as defined in Bylaws of Northern Illinois University 17.2

II. Approved Agenda with no edits or additions. Agenda approval motioned by Slotsve, seconded by Spear. Agenda was approved unanimously.

III. Approved minutes from 4/23/2015 meeting with no edits. Minutes approval motioned by Spear, seconded by Slotsve. Minutes were approved unanimously.

IV. Approved 2014-15 Annual Report with no edits, as prepared by Committee Chair Terry Borg. Annual report approval motioned by Slotsve, seconded by McCarron. Report was approved unanimously.

V. Election of chair and secretary(ies)
   a. Terry Borg was nominated and elected to serve as chair. Borg graciously accepted the nomination.
   b. Samantha McCarron was nominated and elected to serve as secretary. McCarron graciously accepted the nomination.

VI. Old Business:
   a. Benefit Updates from Benefits Office (Guess)
      i. Pension Issues
         1. Money Purchase formula will change on 1/4/16. Guess notified committee of concerns the Faculty Senate has about the retirement process in general.
         2. There will be retirement counseling on campus October 29-30th
         3. As announced by Human Resources on 4/30/15, employees who are scheduled to attend a SURS counseling appointment will be granted release time for both the appointment and travel (if necessary) without loss of wages or use of benefits.
      ii. Affordable Care Act
         1. NIU to implement new limits on the number of hours a part-time employee can work weekly, including extra help, grad assistants, and student employees.
         2. A draft of the announcement has been prepared for Lisa Freeman’s review, and will be announced to the campus in the coming weeks.
         3. Lengthy discussion regarding implementation of hour restriction. Student employees will be limited to 20 hours per week, up to 25 with permission. Extra help is limited to 25 hours, and GAs limited to 20 hours per week.
      iii. CMS Dependent Audit
         1. HR will be sending an announcement in Mid-September, and CMS will send letter to employees’ homes. Audit completion date to be end of October 2015.
2. Guess stressed that it is important that employees comply with audit requests, as the penalty for non-compliance can be up to and including dropping dependent from health plan.

iv. Disability Resource Center/HR Accommodation Update
   1. Greg Long is in communication with DRC
   2. **Announcement** to Academic Affairs Division on 7/24/15

v. **Additional Item**
   1. HR is working with CMS to add a Roth option to the 457 plan in 2016. Process is still in beginning phases.

b. Annuitants Association Report (Spear)
   i. Spear urged all UBC members, as well as all campus members, to join the Annuitants Association. More information on membership can be found here: [http://www.niu.edu/annuitants/membership/index.shtml](http://www.niu.edu/annuitants/membership/index.shtml)
   ii. Big items to discuss at future NIUAA meetings will likely focus on current employees and future benefits, as well as building relationships with representatives.

c. Morale and Workloads
   i. John Hulseberg, as member of Operating Staff Council Ad Hoc committee, notified UBC that the committee has several new members and is meeting on 9/17/15 to continue to work on this difficult issue.
   ii. Slotsve will communicate with Greg Long to encourage Faculty Senate to discuss
   iii. Ramifications of morale and workload issues:
       1. Determining which classifications will be a part of the organized union AFSCME
       2. Lengthy discussion surrounding misconceptions of program prioritization and 9/2/15 Town Hall Meeting. See last question under “Programs/Criteria” section of Program Prioritization website
   iv. What will be UBC’s role regarding morale issues? Borg will contact each council chair for an update and ask what role UBC may play in the future.

d. FMLA-Tenure Clock Issues
   i. There is confusion on how/when tenure clock is stopped and guidance in APPM.
   ii. See attached – “NIU Emeritus Policy and Benefits”
   iii. Borg will reach out to Patricia Erickson to clarify UBC’s role in review

e. Tuition Waiver – Staff impact
   i. Kinga Mauger (Bursar) clarified on 7/13/15 regarding tuition waiver benefits for employees. Borg will reach out to Mauger again to clarify and will share response with councils.

f. Influencing CMS
   i. How do we influence the vendors that CMS selects?
      1. HR tries to share feedback with CMS, and may even share with State group if appropriate
      2. Will continue with UBC members sharing concerns with Guess/Latham, to then be communicated to CMS
      3. To be removed from Agenda in the future

g. University Closure: Work at Home Guidance
   i. Latham was previously drafting a document, status unknown. Borg will follow-up with Latham.

VII. New Business:
a. Priorities for 2015-2016
   i. Dual Career/Trailing Spouse issues
   ii. Political issues surrounding medical benefits

VIII. Meeting Schedule
a. Time
   i. Will continue at 2-4 PM
b. Date(s)
   i. Tentative dates 10/1, 11/5, 2/4, 3/3, 4/7, and 5/5 (reserved)

Meeting adjourned, 4:03 PM

Respectfully prepared and submitted,

Samantha McCarron