

Minutes from the Staff Senate Meeting October 14, 2015

Attendees Christopher Golston, Keasha Gordon-Turner, Brian Bagwell, Amy Hunnewell-Fitzroy, Troy Mitchell, Yvette Bragg (proxy for Sheila), Alisha Reed, Carrie Roberson, Beth Taggard, Dawn Mabery, Julie Cissell, Pam Ligon, Tonia McBay, Veronikha Salazar, Phyllis Cogburn & Guest Speakers: Bobby Jones, Kathy Taylor

Members Absent Randy McCauley, Sheila Hollis, Emily Gerhold (Faculty Senate Representative)

Agenda

Meeting was called to order at 10:01 by Julie Cissell

Old Business

- Minutes from September meeting were approved as written
- Phyllis Cogburn is an alternate and will be replacing Amy Hunnewell-Fitzroy who is moving out of state.
- Staff Handbook – currently awaiting President’s letter of approval and permission for content from Executive Counsel Elaine Kneebone (using wording from UALR and U of A Fayetteville). Amy will be handing over her current progress to Pam, submitted what they have so far for review. Human Resources requested to see a copy. Pam will provide a copy for HR and to Staff Senate.
- Staff polos – Julie spoke with Tim Jones who stated that since state dollars cannot be used since polos are not a uniform requirement (ie. Computer Services, multimedia). Suggested that this topic needs to be readdressed and an administrative decision made. Proposal to have each department pay or have foundation funds utilized. Idea of issuing 1 or 2 HSU shirts per employee.

President’s Report

- President’s Meeting – Make sure to read the “Now” email
- Proposal to amend the constitution to change the requirement from 12 months to 6 months of employment to be eligible to serve on Staff Senate. Needs to be resubmitted to Flora Weeks and Connie Testa, then to move forward with the Board.
- Luncheon for administrative assistants and promoting of development training is in the works.
- Seeking a clear understanding of our focus as Staff Senate – moving the University, ourselves and our careers forward.
- Fringe Benefits Committee will be meeting regarding changes to insurance in 2016, asks for staff senate to be supportive.

New Business

- Shared Governance Proposals
 - Title 9 (see Julie’s email) send comments/concerns to Julie by Friday
- There is an RFP process to replace POISE which expires in 2017. Dr. Adkison and Bobby Jones are working on the bid.
- Diversity/Inclusion Taskforce – deadline of April 1 to submit policy recommendations
- Meeting with Vice President Bobby Jones
 - Julie and Brett Serviss met with VP Jones at the end of September
 - \$9.6 million in updates
 - New chiller – should help with heating and cooling issues
 - Bids for remodeling the Caddo
 - Power lines being moved under the bridge
 - Crosswalk will be going in by the new University Place on Wilson Street
- Guests Bobby Jones and Kathy Taylor to discuss status on Health Insurance for 2016 (see attached)
 - Every 7 years we have to open up to bid using RFP since we are using state funds
 - Initial feelers went out before the formal bid is issued, and only 2 companies responded (Blue Cross Blue Shield and Stephens Insurance (they did UCA and brought them United Health Care)
 - Life and LTD are also part of the bid
 - Looking at TROOP – having copay go towards deductible, but that causes higher premiums

- In June/July/August of 2015 we had double the amount of high cost claims for current active employees and/or their dependents due to serious illness (cancer). This increase of 23.1% will play a huge factor in the 2016 expected increase to our premiums
- The Affordable Care Act plus the increase in usage will increase the premium
- End of October the Fringe Benefit Committee will review the bids
- Goal is the find 7 year coverage at the least cost to employees
- Decision must be made by end of the first week of November
- Open enrollment will be December 1 and 2
- Bobby joins stated that the approval process usually goes to Staff and Faculty Senates and the Shared Governance Committee
- Fringe Benefit Committee (FBC) will make a recommendation
- Bobby Jones and Kathy Taylor are ad hoc members of the FBC and not voting members
- Normally this is an 8 to 10 week approval process for performance based contracts under new law, however due to compressed timeline and need to have insurance on January 1 we will not be able to have the Department of HR with the State of AR review.
- The increase will be passed along to employees
- Kathy Taylor stated that all companies are encouraging employees to pick a primary care to reduce the number of people who were using the ER instead of going to a doctor, which increases cost for everyone.
 - Several Senators received new care with the name of physician they did not select. Kathy Taylor will follow-up to find out why.

Questions posed to HR:

- Could we receive credit or discount for having better preventative care, or various rate deductions for being nonsmoker, cholesterol screenings, participate in gym program or wellness programs, etc. Can we offer a cancer rider? This reduced premiums at a local employer when they had a spike in cost. They also offer a wellness package that reduces cost. Kathy Taylor responded that she will ask about wellness credits, cancer rider and value formaly (ie generics required) to possibly lower premiums.
- If we change providers or not, are we locked into ACA policies if a new President repeals ACA? – Kathy Taylor responded yes, hopefully. Our 7 year contract is renewable on an annual basis.
- Will there be a choice of plans? Kathy Taylor responded that for 2016 a single plan as close to what we have now will be the best option.
- Tonia McBay encouraged Senators to please share with staff in your areas the real reason (ACA and usage spike) that our premiums will be increasing and not that HSU is cutting benefits or refusing to pay for part of the premium.
- Requested to have an employee forum (mandatory) to educate everyone on changes, etc for open enrollment.
- Stated again that the bottom line is employees want a choice of one plan or another.
- Is there a fitness plan to reduce cost? Kathy Taylor stated that Bravo investigated before but office staff in HR is too small to manage. If we can add it to chosen plan and it is managed by the company, then it's a possibility.
- Will infertility coverage be considered? Kathy Taylor responded that it does not appear to be included with the ACA inclusions.
- Where are the Fringe Benefit Committee minutes? Posted under Shared Governance tab on myHenderson. Committee members are also listed there. *(Side note – currently there are no minutes or committee members located on this tab or the HSU website.)*
- Will orthodontics be considered? Response: This year is health and long term disability. Dental is not being reviewed this year because it (contract) is not expiring.
- Which two companies are being considered? Response: Blue Cross Blue Shield and Stephens Insurance (did for UCA and brought them United Health Care)
- Requested to have insurance companies come present and in open forum. Kathy Taylor stated she would do what she can to arrange.
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Announcements/Staff Concerns

- Can Aramark provide a “to go” box for staff like they do for students who can prove via their schedule they do not have time to sit down? Julie will contact Johnny Robinson
- Next staff meeting will be November 11 as scheduled, even though Julie Cissell will be out of town
- Senators asked to review the constitution about changing the Staff Senate terms to run on the academic year instead of the calendar year. This will help committee appointments, etc.

Meeting was adjourned at 11:39