

# Minutes from the Staff Senate Meeting

April 8, 2015

## Attendees

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Brian Bagwell, Teresa Bird, Amy Cooley, Keasha Gordon-Turner, Sheila Hollis, Amy Hunnewell-Fitzroy, Pam Ligon, Dawn Mabery, Randy McCauley, Alisha Reid, Carrie Roberson, Elizabeth Taggard, Proxy: Bret Vallun (for Tonia McBay), Guest: Kathy Taylor, Faculty Senate Representative: Dr. Maggie Tudor

## Members Absent

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Julie Cissell, Zac Evans, Christopher Golston, Josh Hebig, Troy Mitchell, Arsala Khan, Veronikha Salazar, Wanda Tigie

## Agenda

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Meeting was called to order at 10:03 by Beth Taggard

### **Old Business**

- Minutes from March meeting were approved as written

### **New Business**

- Guest Presentation: Kathy Taylor, Director of Human Resources-
  - Workplace Safety
    - December 2014 Arkansas Workers Compensation Commission's audit indicated our hazard index was now classified as a Rule 32
    - We have until July 2015 to come into compliance with the Rule 32 standards
      - Write a Safety Plan (which will be on HSU website under quick links)
      - All employees will be trained (some will receive training via an webinar that will be distribute via email)
      - Ensure everyone is aware of and follows the process for workplace injuries
      - Please place a work order if you see an hazards in your area
      - Workplace injuries need to be reported within 24 hours
  - Increases to insurance
    - Committee is working to keep premiums as low as possible
    - Committee compares plans and rates and provides at least two recommendations to the President
    - Open enrollment in November to allow enough time for HR and Payroll to input changes and process paperwork
    - Mid-year review of current utilization and how it will affect 2016 premiums

- Additional requirements from the Affordable Care Act (ACA) will impact the 2016 rates since additional services need to be added to meet the ACA requirements
    - Premium increase of 4% just to meet ACA requirements
    - Are considering having multiple plans for employees to choose from
    - Vendor is bid out every 7 years
    - Feel free to notify Kathy of any vendors and she will research their options
  - Retiree – Shared Governance Proposal
    - Current retirement plan allows those at least age 55 to retire is their years of service plus age equals at least 70 and keep your HSU health insurance (paying the same rate as active employees)
    - Current plan allows retire to maintain health insurance even if they become employed somewhere that offers health insurance
    - Proposal- new employees hired after July 1, 2015 would not be eligible
    - If retire after July 1, 2015 if on the early plan and get hired somewhere where health insurance is offered you will lose your HSU health insurance
    - Effective January 1, 2017 change in eligibility rule, where you have to have a minimum of 10 years of service in an insurance eligible position to qualify for the early retirement plan
- Presidents Report
  - Make sure to review the Henderson Now
- Shared Governance Proposals
  - Retirement
  - Marketing and Communications Social Media Policy (8 point rebuttal from Faculty Senate)
  - Marketing and Communications Media Relations Policy (27 point rebuttal from Faculty Senate)
  - Please send any feedback, comments, etc to Julie Cissel or Elizabeth Taggard
- Staff Award Luncheon
  - Still working on revamping the staff awards
  - Will remain the same for this year to allow more time for the committee to make broad changes/updates
- Employee of the Year
  - Committee Members: Carrie Roberson, Sheila Hollis, Amy Cooley, Teresa Bird, Julie Cissell, Elizabeth Taggard
- Handbook Committee
  - Continually meeting and making updates
  - Met with Elaine Kneebone to ensure meeting Federal Regulations
- Henderson Morale – Staff Spirit/Attaboys
  - Recommendation for more staff training, staff enrichment for persona/professional growth
- Staff Announcements and Concerns
  - Lighting in Huie and in the garden
  - Bricks outside of Womack need repair – stated that a masonry group would need to come out as the physical plant is not able to work on it

Meeting was adjourned at 11:05