

U N I V E R S I T Y *of* A L A S K A

Staff Alliance Staff Health Care Committee

Thursday, April 19th

Attendees:

Melodee Monson – Chair, Carolyn Simmons, Catherine Williams, Constance Dennis, Elizabeth Williams, Juella Sparks, Linda Hall, Lisa Sporleder, Mae Delcastillo (alt), Maria Russell (alt), Mary Sue Dates (alt)

Meeting notes:

March's meeting notes were not available at the meeting. Mary Sue Dates, in collaboration with Catherine Williams and Carolyn Simmons, took notes and will provide copies to the SHCC committee. Melodee Monson requested a committee member volunteer to take notes, provide them to her for review before distribution to committee.

SHCC Charter/membership

Committee reviewed the membership portion of the UA Staff Health Care Committee Purpose and Membership Criteria to ensure we are meeting the requirements.

- a. Section 5.b.ii: A minimum of two SHCC members must also serve on the Staff Alliance. Each MAU is encouraged to have a Staff Alliance member on the SHCC.
 - a. SHCC Members on Staff Alliance
 - i. Gwenna Richardson
 - ii. Melodee Monson
 - iii. Mae Delcastillo
 - iv. Monique Musick (alt)
- b. Section 5.c.ii: JHCC (Joint Health Care Committee) voting representatives also have full rights as voting members on the SHCC.
 - a. SHCC Members voting members on JHCC
 - i. Melodee Monson
 - ii. Lisa Sporleder
 - iii. Constance Dennis (alt)
 - iv. Monique Musick

Upon reviewing the above sections Staff Health is in compliance with the criteria.

Melodee stated that the JHCC will be meeting the week of April 23, 2012.

Tobacco Policy

Mary Sue provided an update on Chancellor Rogers stance on the statement in March 29th meeting that he was in favor of the surcharge. Chancellor Rogers stated at the UAF Staff Council meeting held Wednesday, April 18th that he is in favor of a tobacco surcharge on UAF new hires not current employees.

In March the committee members were charged with getting feedback from staff and others about incentives for those who use tobacco products.

General feedback on tobacco policy:

- a. Unfair to provide incentives to those who use tobacco products when others who are living and making healthier lifestyle choices receive nothing
- b. Links on the website for resources could be included in the Enrollment Packets
- c. Provide counseling, support groups: such as the WIN program or Weight Watchers
- d. Support the use of Alaska Tobacco Quit hotline, even during work hours
- e. Cover the costs of cessation aids (gum, lozenges, etc.) for 2 weeks to 90 days
- f. Go to a tobacco free campus

The committee discussed what type, if any, motions to forward to Staff Alliance.

- a. Tobacco Free Hiring Policy – President Gamble stated at the Statewide Administration Assembly meeting that if this policy when into effect staff would be held accountable to this policy. Meaning if a staff member began using tobacco products, after signing the policy, would face consequences. Committee discussed the consequences of dependents using tobacco after policy in place.
- b. Tobacco Free Campus – the majority of those spoken with are in favor of this over other options. This was discussed at the Juneau campus and the students turned it down.
- c. Tobacco Surcharge – those spoken with are divided on this issue.

President Gamble has been encouraged to wait on making any decision regarding the tobacco policy. There are valid concerns regarding recruitment and retention if the tobacco policy comes in to play. The impact in the research area alone would be highly affected as other countries have a more accepting attitude regarding the use of tobacco products. President Gamble has stated that if the Tobacco Free Campus is decided on he will not institute a campus policy. It will be given to the individual MAU Chancellors to institute the policy.

The committee voted unanimously to be proactive about this issue and send a motion to Staff Alliance stating our position as such: SHCC requests President Gamble take no action on the Tobacco Policy until a report by the UA Health Care Task Force has been received with recommendations.”

Health Care Task force

UA Staff Alliance has requested a Health Care Task Force that would:

- a. Review other health care plans
- b. Additional options
- c. To think outside the box
- d. Consist of staff, faculty, and administration
- e. Be a one-time task force to:
 - a. Provide new blood
 - b. New perspective

- c. There will be members from JHCC on the committee to provide insight
- d. Goal is to be intense, focus and disbanded once it has accomplished the purpose for which it is created and to be established by end of April 2012 and disbanded after report is provided to UA governance and the Board of Regents.
- e. Meet May through July for recommendations to the FY14 plan
- f. Focus on 4 types of information
 - i. National trends
 - ii. Large employer trends
 - iii. State systems
 - iv. Demographics of UA employees

Committee discussion about current health care, task force, and list of topics the committee would like the task force to review:

- a. Current vendor contracts are up for review and renewal. Decision to change, adjust, or go with current plan are due by December 2012.
- b. Staff support will need to be in place through the process
- c. Needs to be financial support for face to face meetings
- d. Lockton Consultants to answer to task force. Administration should not be able to filter information provided by Lockton.
- e. Administration should have no more power on the task force than any other group
- f. Administration should be encouraged not to sign anything until recommendations have been reviewed and discussed
- g. Membership on the task force:
 - a. Need to be careful of having someone on the committee that has a strong opinion focused on one path
 - b. President Gamble is open to hearing recommendations for task force members
 - c. Research various places for information
 - d. Willing to be open-minded in the pursuit of information
- h. SHCC is looking at this as seeking a solution not studying the problem
 - a. Lists for the task force:
 - i. Be cost neutral
 - ii. Cost savings
 - iii. Provide multiple options
 - iv. Take different lifestyles into account
 - v. Incorporate a Health Savings Plan option – some groups are unable to participate in a HAS (retired military, native, etc.)
- i. Committee discussed and voted unanimously to forward a motion in support of the task force. Lisa will create the motion. SHCC will review the list for the task force at the next meeting.

General Health Care Discussion

Committee members voiced concern about the number of staff who may: decide to opt out or drop UA health care, researching other options such as AFLAC, leaving UA employment, etc.

It was brought to the table an option which may be open for discussion is a “buffet style” package. This would mean employees could possibly choose which benefits they wish to pay for: child care, tuition waiver, etc. This may save the University money and encourage retention and recruitment. This should encourage employees to continue employment with

the University because the insurance evolves as their life evolves. Example: Where child care may have been once needed the children are now college aid and the tuition waiver would be a need.

Next meeting

To be held May 17, 2012 at 9:00 am

Meeting adjourned at 10:30 am