

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

Staff Alliance Staff Health Care Committee

August 28th Meeting Notes Tuesday, August 28th

Attendees:

Melodee Monson – Chair, Constance Dennis, Carolyn Simmons, Gwenna Richardson, Linda Hall, Ivan Leibbrandt, Mae Delcastillo, Mary Sue Dates (alt), Heather Arana (alt), Erika Van Flein, David Hinkley, Juella Sparks

Absent:

Monique Musick (alt), Maria Russell (alt), Catherine Williams, Elizabeth Williams

Guests:

Jennifer Elhard, Andy Anderson, Nicole Dufour, JD Cross, Jessica Garron, Carol Way

Topics:

- a. **Meeting notes** - July's meeting notes were reviewed and approved. August 2nd, special meeting regarding communication to UA staff, were reviewed and approved.
- b. **FY13 plan number changes (migration):**
 - a. 500 Plan a reduction of enrollment by -25%
 - b. 750 Plan a reduction of enrollment by -23%
 - c. HDHP Plan an increase of enrollment by 33%
 - d. Opt out increased from 11% in FY12 to 12% in FY13

Discussion:

- 1. JHCC have been discussing the opt out provision of the plan. It is recommended allowing the option if both members of the family are UA employees, one should have the ability to opt out and be on the other staff members plan. This would have to be worked into the plan.
- 2. It is being discussed that all others would be required to participate in the health care plan.
- 3. There is discussion about a spousal surcharge if a spouse has the option of coverage from their employer and that coverage is waived.
- 4. Lockton will review and research FY12 claims of those who opted out to see the financial impact if they were back into the plan.

5. A question was asked why the HSA (Health Savings Plan) is unavailable to those in the military or with other health care coverage. It was explained that those are Federal guidelines which UA cannot control.
 6. President Gamble has asked the JHCC to research the Fairbanks North Star Borough's health plan. It is a \$200 deductible and at a low cost to employees. The Borough does charge \$110 per pay period of each employee who waives coverage.
 7. The current split of cost is UA 83% / staff 17%. Beginning FY14 it will be UA 82% / staff 18%.
 8. In addressing the issue of joining the State of Alaska plan, although we are public employees we are not state employees. That makes us ineligible to join the health care plan.
 9. In removing the ability to opt out there is a chance that those individuals coming back on the plan could bring big claims with them.
 - a. Increasing our insured base spreads the cost.
 - b. How can the administration work to ease into the removal of opting out of the UA health care plan?
 - i. Grandfather in current employees
 - ii. Determine the cost impact (positive & negative) to grandfather current employees
 - iii. Consideration of current morale of staff and how it has been affected by these drastic increases.
 10. Discussion about including students in the health care plan, The Healthcare Taskforce determined this was not feasible because of funding issues. Funding is done at each MAU. When asked why it was not done like the staff, the same at all MAU's, it was stated that the Healthcare Taskforce decided this would not work. It was clarified that the Healthcare Taskforce does not have expertise in this matter. The taskforce researches and recommends the administration review the challenges with options and question whether or not the option is worth working through the challenges.
- c. Healthcare Taskforce:
- a. There are currently 17 – 18 recommendations that have been divided amongst the taskforce. Narratives will be written for each recommendation and put into one document to be provided to the JHCC committee for its meetings on September 20, 2012.
 - b. It is important that JHCC understands and hears the language that these are recommendations and not decisions of what should be done.
 - c. Medical Tourism is continuing to be an open topic of discussion.
 - i. Staff should be aware that the administration has to handle this topic delicately. On one hand UA has been cultivating relationships with the medical industry in Alaska and the on the other hand UA is investigating sending staff out of Alaska for treatment. The financial impact on the Alaska medical profession does need to be taken into consideration. However, UA is aware how challenging it is to justify using Alaska when the cost of doing so is almost triple of what it is in Washington or elsewhere and in some areas there are no treatment options.
 - ii. Consider using the Centers for Excellence. Information provided by Lockton at the SHCC June meeting.

- iii. As there is a lack of network facility in Juneau it may be possible to do a pilot program and see the benefits and real costs.
 - iv. Premera is only Alaska and Washington. Blue Cross/Blue Shield is nationwide but airfare will only be covered to Washington.
 - v. Working to ensure that quality not most convenient location is built into the design changes.
 - d. Patient Care Advocate has been discussed. Waiting for a resolution from staff showing this is something they want. SHCC put forth a motion on this issue.
 - i. Jane Cooper a patient care services provider will be in Alaska. Erika to schedule a time for her to meet with Donald Smith.
 - e. HRA, HSA, FSA have all been discussed. It is highly suggested that the HSA would be the better plan. **HRA** is an employer only contribution plan. Most employers will increase the employees' health care cost to cover this contribution. If terminated an employee cannot take this with them. **HSA** rolls over each year and the employee owns this account. UA is also looking for an administrator for the HSA plan.
 - i. RFP for medical and dental went out Thursday, August 23, 2012
 - ii. RFP for pharmacy went out Friday, August 23, 2012
 - iii. RFP for vision is being worked on as of Tuesday, August 28, 2012
 - iv. RFP for a wellness program should go out by the end of September or early October
 - f. Abel Bult-Ito is now chair of JHCC.
- d. It was suggested and agreed that there should be continued review of the blogsite for UAF Staff Council and how to bring important issues from staff to the administration. Blogsite: <http://www.uafstaffcouncilinfo.blogspot.com>
- e. Juella Sparks, UA Staff Alliance Chair, requested that attendance by SHCC committee members be maintained. This is to ensure those on the committee are active and wish to remain on the committee.
- f. Next meeting: September 25, 2012
- a. Topics for meeting
 - i. Review August 28 notes
 - ii. Discussion of FY14 Healthcare Taskforce recommendations as presented to JHCC.
 - iii. Blogsite <http://www.uafstaffcouncilinfo.blogspot.com>,

Meeting adjourned at 10:00 am