

**Senate Benefits and Welfare Committee
University of Pittsburgh
Minutes of April 7, 2020**

**1:00 – 2:30 p.m.
Zoom**

Attendees: Tammeka Banks, Filip Barbaric, Lucas Berenbrok, Angela Coldren, Balasubramani Goundappa, John Kozar, Miriam Meislik, Lucas Mentch, Mike Modo, Christina Newhill, Angelina Riccelli, David Salcido, Linda Tashbook, Harvey Wolfe

Guests: Donovan Harrell

Minutes taken by: Lucas Berenbrok

Topic	Discussion	Action to be Taken
Call to Order	1:00p	
Committee Business	Agenda <ul style="list-style-type: none"> • Welcome & Introductions //Luke Berenbrok • Benefits Report //John Kozar • Updates from the Mental Wellness Task Force //Linda Tashbook • COVID-19 What can we do? //Committee Discussion • Future meetings Summer 2020 and Beyond //Luke Berenbrok 	
Benefits Report <i>John Kozar</i>	Open Enrollment <ul style="list-style-type: none"> - Open enrollment postponed to 05/11/2020-05/29/2020 due to COVID-19. - Previously scheduled, in-person benefit fairs will not occur due to social distancing. To be replaced by online webinars. Second round of webinars will cover new legal benefit from MetLife. - No changes to medical, dental (United Concordia), or vision plan design. All copays will remain the same. - Life insurance and disability will remain the same. Aetna Life and Disability is now The Hartford. Expect name to change soon - Hearing benefits added last year 2019-2020 and includes an \$1800 per ear benefit every 3 years. Benefit has been well utilized by the university employees. 	<p>John Kozar to bring utilization report of Hearing Aid Benefit to next meeting.</p> <p>October 2020, B&W Committee will have an open discussion TOPIC: dental plan design.</p>

	<p>Federal Legislation - CARES Act</p> <ul style="list-style-type: none"> - Allows access to defined contribution plans to employees impacted by COVID-19. Employee may take cash withdrawal from retirement savings account up to \$100,000 without paying a penalty, interest tax spread out over 3-year period. Employee must be impacted by virus. - Employees can also borrow from retirement savings accounts. Employees may take up to 3 loans for a maximum of \$100,000. For a limited period. - For retirees, required minimum distribution has been suspended for 2020. <p>Benefits Department The Benefits Department Staff continues to answer calls remotely.</p>	
<p>Mental Wellness Task Force <i>Linda Tashbook</i></p>	<p>General</p> <ul style="list-style-type: none"> - Taskforce and Benefits Department working with Life Solutions to update resource portal. https://www.hr.pitt.edu/current-employees/work-life-balance/lifesolutions - Open invitation of B&W Committee members to join Mental Wellness Task Force. Please email Linda Tashbook with your interest. <p>Book Club</p> <ul style="list-style-type: none"> - On hiatus, May and July events have been postponed. - Book club to return in fall of 2020. - Spring video discussion with Dr. van der Kolk author of <i>The Body Keeps the Score: Brain, Mind, Body in the Healing of Trauma</i> was well attended. <p>Couch Talk</p> <ul style="list-style-type: none"> - Discussion of the book <i>An Unquiet Mind</i> by Dr. Kay Jamison - Led by Linda Tashbook and to be scheduled for late May - Look for Read Green announcement in coming weeks - 100 concurrent e-book copies have been made available by the Pitt University Library System <p>University Senate Panel Discussion</p> <ul style="list-style-type: none"> - April 9, 2020 3:00-4:00p via Zoom - Expert panel discussion on mental health issues including the impact of COVID-19 on mental health <p>http://www.universityannouncements.pitt.edu/Mental%20Health%20Zoom%20Talk.pdf</p>	

<p>COVID-19 What can we do? <i>Open Committee Discussion</i></p>	<p>Mental Wellness Resources //Linda Tashbook</p> <ul style="list-style-type: none"> - Promotion of Life Solutions Portal - Communication to individual departments via B&W Committee <p>Emergency Preparedness //Angie Riccelli</p> <ul style="list-style-type: none"> - Public Service Announcements highlighting handwashing and hygiene (videos) - Benefits Dept. sent posters to departments in fall 2019 to be posted in restrooms outlining proper hand washing - Facilities sent out similar posters to be posted near elevator buttons - Committee to seek support for Read Green announcements from the University Senate //David Salcido - Benefits Department to support Read Green announcements if needed //John Kozar <p>Work from Home //David Salcido</p> <ul style="list-style-type: none"> - What's happening pre- and post- COVID-19 stay at home orders? - September 2019, Benefits Department surveyed AAU schools, to explore flexible work arrangements. - University of Pittsburgh policy for flexible work arrangements currently in process. - B&W Committee listed as an interested party and will aid in information gathering from other interested parties including Senate Council, Faculty Assembly, and Staff Council if needed. <p>Public Transportation Use //Filip Barbaric</p> <ul style="list-style-type: none"> - What % of employees use public transportation? - Kevin Sheehy, Assistant Vice Chancellor of Auxiliary Operations and Finance, may have answer. 	<p>Draft email to departments provided by Angie Coldren. Linda Tashbook to review. Committee members to distribute to respective departments.</p> <p>Angie Riccelli and Linda T. to draft PSA videos, perhaps 3 unique videos?</p> <p>John K. to offer help from B&W Committee at next policy meeting for flexible work arrangements.</p>
<p>Next Meeting</p>	<p>To be scheduled in May. Filip B. suggested that we meet during the lunch hour. David S. added that the University Senate and Faculty Assembly will also likely meet during the summer term.</p>	<p>Luke to send Microsoft FindTime meeting poll to schedule.</p>
<p>Adjournment</p>	<p>2:05p</p>	