

**Senate Benefits and Welfare Committee  
University of Pittsburgh  
Minutes of October 24, 2018**

*3:00-4:30 Craig Hall Room 342*

**Attendees:**

**Guest Speakers:**

**Smoke-Free Campus:** Angie Riccelli and Luke Berenbrok

**Labor Unions:** Nathan Urban (unions), Michael Spring (shared governance), Lori Carnvale (benefits)

**Minutes taken by: C. Tananis**

Topic	Discussion	Action to be Taken
Call to Order		
Committee Business	<ul style="list-style-type: none"> <li>• Approval of September 2018 minutes</li> <li>• Will send poll for spring meeting times in early December</li> <li>• MWTF Non-pharmaceutical remedies Nov. 1 at Noon (handouts)</li> </ul>	
Benefits Report – -- Lori Carnvale	<p style="text-align: center;">Benefits Update</p> <ol style="list-style-type: none"> <li>1. Completed student enrollment               <ol style="list-style-type: none"> <li>a. General plan (undergraduates and graduate) (957)</li> <li>b. Graduate plan (graduate w/ appointment – no cost and graduate w/o appointment - cost) (1,341)</li> <li>c. International – mandatory coverage (1,509 grad and undergrad)</li> <li>d. Total Medical – (3,807)</li> <li>e. Dental (2,561) and Vision Coverage (1,966)</li> </ol> </li> <li>2. Retiree open enrollment dates – November 5 through December 7</li> </ol>	

3. Rates have been reduced an average of 5% and the DDB Credits will remain at \$401 per month. As an example, UPMC for Life HMO costs \$257 per month. The surplus of credits (\$144) remains with the retiree's DDB account.
4. Highmark's Freedom Blue PPO Coverage – 600 - October 1 we sent out notification to our retirees with Highmark Freedom Blue PPO Coverage – They will no longer have in-network access to most UPMC hospitals as a result of the termination of the Consent Decree
  - a. Emergency care would always continue like in-network care
  - b. UPMC will require payment in advance of any services being rendered
  - c. Can still use Allegheny Health Network
  - d. Coverage change starts June 30, 2019, however, it is in the individual's best interest to make a change for January 1, 2019
5. Retiree fairs – speakers and vendor tables (UPMC, Highmark, United Concordia, Davis, TIAA, Vanguard, OSHER, Social Security Office, Benefit Management Services)
  - a. November 5: 10–12 – Doubletree in Monroeville Convention Center
  - b. November 6: 2-4 – Crowne Plaza South Hills
  - c. November 8: 10-12 – Wyndham Pittsburgh University Center (Oakland)
  - d. November 9: 2-4 – DoubleTree Cranberry
6. Retirement Symposium – Event for active faculty and staff who are considering retirement in the near future – designed to provide individual's the confidence to retire
  - a. November 7: 8-3:30 – University Club
  - b. Capacity of 200 – can bring a spouse – reached maximum capacity within four business hours
  - c. Presenters from UPMC, TIAA, Social Security Administration  
Topics include a Summary of Retiree Benefits; the New Tax Law; Staying Healthy; Mindfulness; Estate Planning; Social Security Overview; Retirement Income Payment Options; with the Keynote of Crossing the Finish Line to Retirement
7. Health Coaching – UPMC is in the process of hiring a second health coach for the Pittsburgh campus. After training, hoped to have the individual onboard to coach our faculty and staff around the beginning of the year
  - a. Regional campuses – Quarterly opportunities - Greensburg started coaching yesterday; Bradford tomorrow and Johnstown next week
8. Health Questionnaires have spiked

	<ul style="list-style-type: none"> <li>a. Implemented an early incentive to complete within the first three months of the plan year (between July 1 and September 30) for an extra \$25</li> <li>b. As of October 23, we had 3,486 versus 1,535 at the same time last year</li> <li>c. Increase is due to several things: Increased incentive opportunity (\$100 instead of \$75); outreach through the Wellness Champions across campus and union groups; and UPMC communication to faculty and staff via direct email</li> </ul> <p>9. Biometric Screenings – 459 since August</p> <ul style="list-style-type: none"> <li>a. Changed to smaller groups of 80 at WPU</li> <li>b. Gone to the regional locations</li> <li>c. Targeting the union groups</li> </ul> <p>10. Flu Clinics and Falk – During the first month of flu clinics, the School of Pharmacy and Falk provided shots to 1,764 faculty and staff and 45 students</p> <ul style="list-style-type: none"> <li>a. One remaining flu clinic at the Biomedical Science Tower – Wednesday, October 31 – 10-2</li> <li>b. Falk – Tuesdays and Thursdays - 9:30 to 3:00</li> <li>c. Student Health – Walk-in Friday 10 to 12; Clinic – Baierl Rec Center – October 30 – 3-6</li> </ul> <p>11. Roger Ferguson – CEO of TIAA is coming to campus on Tuesday, November 13 – University Club</p> <ul style="list-style-type: none"> <li>a. Students: 1:15 to 2:15 - Ballroom A</li> <li>b. Faculty and Staff: 2:30 to 3:30 – Ballroom B with reception to follow in Ballroom A</li> </ul> <p>12. Several submissions for awards based on the retirement savings plan enhancements and efforts</p>	
<b>Topic</b>		<b>Action to be Taken</b>
<p><b>Unions - general info</b>  Understanding unions is simply meant to provide you with context and facts so that you can knowledgeably interact with colleagues as a member of</p>	<p><b>Dr. Nathan Urban:</b></p> <ul style="list-style-type: none"> <li>• Everything learned working with issues related to unionization of graduate students</li> <li>• Pennsylvania Labor Relations Board covers issues to public entities unionizing</li> <li>• Key steps: initiation of card signing (initiated at Pitt already by USW); goal of 31% or more with affirmation of bargaining unit (non-medical faculty, full, part, adjunct, TS, NTS); appropriate to proceed?; vote to form a union and represent</li> </ul>	

<p>the Senate Committee on Benefits and Welfare.</p>	<p>the bargaining union (majority of voters); could be appealed; formation of negotiation committee; negotiation of contract (wages, benefits, working conditions) through collective bargaining (not other means); contract to membership for vote (majority).</p> <ul style="list-style-type: none"> <li>• Janus decision (summer 2018): public unions --- can employees opt out of union membership (dues and contract). “Fair share fee” is not imposed, but employee would still stand for all employees</li> <li>• QUESTIONS or COMMENTS: <i>Exclusion of med school faculty?</i> Urban: In the 1970’s there was a union formed for med school faculty. Inactive, but still exists, therefore new union cannot cover.</li> </ul>	
<p><b>Unions - shared governance info</b>  Michael Spring will talk about our University’s system of shared governance to be sure you realize how our committee and the Senate are involved with policy-making.</p>	<p><b>Dr. Michael Spring:</b></p> <ul style="list-style-type: none"> <li>• Shared governance at Pitt, only</li> <li>• Powerpoint presentation for new members of Faculty Assembly/Senate (available if requested)</li> <li>• 1930-40’s the Trustees formed the University Senate (Faculty Council) in response to Chancellor Bowman actions</li> <li>• Senate is a body of faculty, staff, and student organization representatives, considers and makes recommendations concerning educational policies and other matters of University wide issues</li> <li>• Currently the University senior administration is very supportive of shared governance</li> <li>• Standing committees, ad hoc committee, executive committee (officers) – raises and addresses issues with administration</li> <li>• Senate website has many resources available: <a href="http://univsenate.pitt.edu">univsenate.pitt.edu</a></li> <li>• QUESTIONS or COMMENTS: Discussion of various positions on unionization, need for education, “TIPS” (cannot threaten, interrogate, promise, or spy related to union activity), operational background of the union</li> </ul>	
<p><b>Unions – benefits info</b>  Lori Carnvale will talk about the University’s process of establishing benefits and keeping them at the highest possible levels.</p>	<p><b>Ms. Lori Carnvale:</b></p> <ul style="list-style-type: none"> <li>• Reports to Committee month</li> <li>• Efforts to keep premiums low while still offering high levels of coverage (deductions, benefit available)</li> <li>• 2% increase in last five years (typical 5%-6%)</li> <li>• Gather input from committees and advisory groups; Pitt is very competitive; benchmarking for comparison</li> <li>• Decrease in fees, increases in options for retirement savings</li> <li>• QUESTIONS or COMMENTS: None</li> </ul>	

<p><b>Smoke-Free Campus</b></p>	<p>Review of <i>existing smoking restriction policy</i> and <i>proposed policy</i> to be considered currently. Also <i>U Times article</i> (10/18/18, Volume 51, Issue 4)</p> <ul style="list-style-type: none"> <li>• Past efforts were based on somewhat limited survey data (mostly smokers); information from students now seem to indicate more willingness to support smoke-free environment</li> <li>• Health-related professions at the University are working more collaboratively to support smoking cessation and prevention.</li> <li>• Educational and health driven rather than being punitive</li> <li>• Smoking cessation information available and alternatives are available at no cost</li> <li>• Cessation Support – RECOMMENDED CHANGE: Additional resources at no cost for people available through Comprehensive Medication Management if not covered by benefits as an employee.</li> <li>• QUESTIONS or COMMENTS: <i>What is the committee being asked to do?</i> To endorse the notion of “smoke and tobacco-use free campus”; suggest changes as needed. <i>Opposition:</i> existing policy covers the issues. We have existing cessation efforts and educational efforts. Our committee can help to support those. As a matter of policy: 1. It makes perspective employees unwelcome 2. Paternalistic policy to regulate adult lifestyle 3. Policy opens the door to other lifestyle issues (no sugar drinks, must have a specific BMI, etc) 4. This policy has a very muddy enforcement section; less so than existing one. The Chancellor said he was trying to “clean up” similar kinds of policies. This kind of enforcement encourages interpersonal difficulties. Does not even call for signage. 5. Current policy already provides ample coverage; wiser for us to work with PUP to enforce signage for existing policy 6. Air pollution in Oakland is contributed to by traffic, buses, helicopters, etc – more so than individuals smoking. <i>Support:</i> Health concerns are most important. <i>Opposition:</i> The scope for the policy is wide – chewing and vaping --- very different than smoking. <i>Opposition:</i> something should come out of this committee, clarity is needed for the voting group to move forward. <i>Support:</i> Healthcare providers want to know if the organization has taken steps to move away from smoking.</li> </ul>	
<p><b>Adjournment</b></p>		

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#### Staff Association Council

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