

**Senate Benefits and Welfare Committee  
University of Pittsburgh  
Minutes of January 22, 2015**

**9:00-10:30am, 403 Salk Hall**

**Attendees:** Roger Flynn, Sandra Founds, Rachel Fusco, Irene Kane, Angie Riccelli, Linda Tashbook, Sachin Velankar  
**Appointed:** Elizabeth Bilodeau, Lori Carnvale, Janeen LaForce, John Kozar, Michael Wahl, Harvey Wolfe  
**Absent:** Collen Cully, Ron Frisch, Jeanann Croft Haas, R. D. Hoffman, Alain Meisel, Ann Mitchell, Anna Roman  
**Guest:** Marty Levine

<b>Topic</b>	<b>Discussion</b>	<b>Action to be Taken</b>
Call to Order	The meeting was called to order at 9:01	Informational
Committee Business  Mental Health Task Force Report: Irene Kane and Linda Tashbook	<p>Angie Riccelli commended the mental health task force on their efforts, hard work and the success of Wednesday's presentation.</p> <p>Linda Tashbook reported that the task force was fortunate to have Dr. Rabin, which allowed access to a tremendous recourse to spread the word about mental health and stress management. HR generously covered the cost of sending a Read Green announcement and arranged for use of the Kurtzman room. Several Medical and Business School departments inquired about whether there would be a webcast of the event. In response, Dr. Rabin has agreed to present additional talk to other schools and departments if requested. Attendance at the event was 115; seating was originally set up for 80. Human Resources is generously hosting the webpage which includes support materials of the presentation content.</p> <p>The task force has received immediate positive feedback after the event, which was successful in bringing to the attention of staff and faculty the resources that are available to the campus community. Received 60 of 61 surveys, all of which indicated that they liked the program. Twenty-one respondents reported to having a mentally ill relative, 28 want to know more about resources on campus, 6 identified that they work in a department that has sources or services for people with mental illness.</p> <p>University already has physical fitness wellness programs well-publicized across campus, and the addition of mental health awareness will work together well.</p>	Informational

	<p>Faculty from Psych Department offered to do a Seasonal Affective Disorder presentation in the fall.</p> <p>Consider the option of a video webcast for those individuals who cannot attend the presentations. Dr. Rabin has available a 55 minute video on his website that can be shared.</p>	
<p>Benefits Office Report (J. Kozar)</p>	<p>John Kozar circulated handouts regarding the transition of retirement benefits. Will have information sessions over the next month, full schedule hosted on HR website (on front page under announcements). Calls to call center have been fairly minimal, based on information packet sent in advance. Good attendance for seminars at ~300 thus far for all sessions, encourage people to sign up in advance.</p> <p><u>Flu Immunizations:</u> Flu shots utilization has been tracked by HR. Overall (not just on campus, but reported through claims process) through November: well over 10,000 have received flu shot (faculty, staff and insured family members). This is close to 40%, expected to see an increase in the percentage when final numbers come through. Pitt is far beyond any other organization compared to other UPMC's book of business (32Falk will give shots as long as supplies last. Pitt students are not included in this number.</p> <p><u>Retiree Association Survey:</u> Results of the survey from sessions in November: 244 filled out surveys, 75% were completed by retirees, 25% by spouses. 55% showed interested in having an association, 32% said no, 13% said maybe. Additional results: 49% would consider membership fee, 52% not willing to sit on committee. Respondents indicated an interested in social gatherings, education programs, and health care topics, and were least interested in giving back to the community, development of website, and networking. HR is continuing to coordinate with Institutional Advancement to determine future steps.</p> <p><u>Summary Guide to Retiree Benefits:</u> The Benefits Office has had brochures for post-65 open enrollment, but not for pre-65, since their benefits follow active benefits. John Kozar circulated a new guide, which includes pre-65, transition, and post-65 benefits in one document. Includes roadmap to signing up for Medicare. Please review new guide and share any recommendations, questions, or enhancements. Audience is those thinking of retiring within in the next few years. Refer anyone with interest to the benefits office for copies. Will announce availability of the new guide in the University Times in the spring. The new guide was printed as a limited run this year; however, in future years</p>	<p>Informational</p>

	<p>it may be less specific to a particular year, with and added insert showcasing year-specific information.</p> <p>There is no formal announcement yet, but there will once again a retirement symposium at the end of March. Plans are in place to have a dynamic speaker with wide-interest, targeting a March 30 date. More information will be available by the next B&amp;W committee meeting. Initially will target age of 55 and above. If capacity allows, will open to additional attendees.</p> <p><i>Steps Towards Retirement</i> supplement is included in the back of the Summary Guide. People considering retirement can also contact the HR office, who gives one-on-one sessions to help walk people through the process, approximately 10-12 a week.</p> <p>Question: Isn't it too late to think about retirement savings when you are retiring. Shouldn't it be done much earlier? Pitt does emphasize this during orientation, the University's participation in retirement savings is good (approximately 90% participate in the retirement savings plan).. John Kozar noted that there are plans to hold seminars targeted at particular age-groups, which will include discussion about importance of early planning for retirement savings, with targeted education sessions going forward.</p>	
<b>Topic</b>		<b>Action to be Taken</b>
John Kozar/Lori Carnvale: Faculty and Staff Discount Program	<p>PittPerks. Voluntary Employee Benefit and Discount Program, with the goal of boosting morale, attracting and retaining employees, increasing productivity and workplace satisfaction, saving staff time and money, and enhancing community relations with partner vendors, and supporting local businesses.</p> <p>FIS, Payroll, Purchasing, General Counsel and Benefits offices were all involved in selection of vendor and what benefits would be offered. Selected Corestream, who will handle enrollment, customer service, and communication. The University will not profit from this collaboration with Corestream. Further discussion of whether it may be of value to consider publicizing this.</p> <p>Who is eligible? Anyone categorized with regular employment status, although payroll deduction is limited to FT faculty, staff, research associates, and postdoctoral associates. Will look into offering to retirees in future. The rollout is scheduled for March 1, 2015, potentially via a Lunch and Learn session. Details of the enrollment timeline are pending.</p>	Informational

	<p>Benefit Offerings Include:</p> <ul style="list-style-type: none"> <li>• Group Home and Auto with MetLife and Travelers (with auto comparison tool)</li> <li>• Identity Theft Protection (MetLife Defender)</li> <li>• Pet Insurance (ASPCA)</li> </ul> <p>The PittPerks Website will serve as the clearinghouse for the promotion of other University discount services through Purchasing (e.g. Verizon, AT&amp;T), PittArts, Athletics, University Book Center; discounts at local organizations, including UPMC Discounts (fitness centers, nutritional and health retailers); and national vendors (including Cinemark, Sam’s Club, and TrueCar).</p> <p>To give an example of what’s to come, Lori Carnvale shared details of some of the benefits that would be offered by various vendors, including Identity Theft Insurance and Pet Insurance.</p>	
Unfinished Business	<p>Angie Riccelli thanked Sachin Velankar for his service as co-chair to the committee. Sachin and all members were encouraged to consider running for the chair position on the committee for next year. Any who is interested, please let Angie know so she can add your name to the ballot. Election will take place at next month’s committee meeting, which will be in the Engineering Building (Benedum). Details to follow.</p>	<p>Anyone interested in running for Chair position, email Angie Riccelli</p>
Adjournment	<p>Next month meeting: February 19th Meeting adjourned at 10:19.</p>	