

**Senate Benefits and Welfare Committee
University of Pittsburgh
Minutes of November 19, 2013**

9:00-10:30am, 430 Salk Hall (Dean's Conference Room)

Attendees:

Attendees: Elected: Roger Flynn, Sandra Founds, Irene Kane, Angelina Riccelli (chair), Eleanor Schwarz, Linda Tashbook, Sachin Velankar

Appointed: Jane Elizabeth Richey, R. Donald Hoffman, Harvey Wolfe

Chancellor's Liaisons: Carey Balaban, Ron Frisch, John Kozar

Absent: Colleen Cully, Rachel Fusco, Belinda McQuaide, SowmyaSanapala, Elizabeth Bilodeau, Alan Meisel, Anna Roman

Guest: Caleb B. Wallace, Esq.MPH, Staff Attorney/Sr. Policy Analyst, UPMC Health Plan

Topic	Discussion	Action to be Taken
Call to Order	A. Riccelli called the meeting to order at 9:05 AM, welcomed the committee members and introduced the guest speaker, Mr. Caleb B. Wallace, Esq., Staff Attorney/Sr. Policy Analyst, UPMC Health Plan.	Informational
Committee Business	Meeting minutes approved as distributed. Angie Riccelli shared the email message from the University Times requesting an open invitation to all B & W meetings. It was the unanimous decision of the Committee that a member of the University Times can be invited to attend the open segments of the B & W meetings, but they would have to be excused from the executive session of each meeting.	Angie will inform the University Times of the Committee's decision
Benefits Office Report (J. Kozar)	John Kozar provided the Benefits Report: 1. Completed the renewal process and conducted annual enrollment meetings for Post 65 retirees. a. Overall increase was 3.5% while the Defined Dollar Benefit Credits	Informational

	<p>increased by five percent to \$365 per month.</p> <ul style="list-style-type: none"> b. The most popular plan, UPMC for Life HMO did not have an increase in premiums. c. Benefit fairs were conducted on campus and suburban hotels <ul style="list-style-type: none"> i. Largest attendance ever was experienced. Averaged about 80 per session. <ol style="list-style-type: none"> 2. The flu shot campaign was completed. Pharmacy reported a significant increase in participation this year. Details will be forthcoming. <ul style="list-style-type: none"> a. The updated notice will be posted on the web by September 23rd and an announcement will be distributed to faculty and staff next week. 3. Thanks to the members of the B & W Committee for your input in the smoking campaign poster. The picture was reworked and the ad will be in the University Times. 4. The Benefits Department will be open with limited hours on all Recess Days. The hours are generally 9:00 am to 2:00 pm. <ul style="list-style-type: none"> a. December 26, 27. 30 and 31st 5. Flexible Spending Accounts <ul style="list-style-type: none"> a. Starting with FY 2015, faculty and staff will be able to roll over up to \$500 into their FY 2016 spending accounts. However, we will have to give up the 2.5 month extension in the next fiscal year – not the current plan year. 	
	Discussion	Action to be Taken
<p>Caleb B. Wallace, Esq., MPH Staff Attorney/Sr. Policy Analyst, UPMC Health Plan</p>	<p>Mr. Caleb Wallace, Esq. discussed the Affordable Care Act (ACA).</p> <ol style="list-style-type: none"> 1. The University's health plan premiums is below the surcharge threshold (Cadillac Tax) of the ACA 2. Thirty-six states decided not to participate in the health care exchanges and relied on the federal exchange including Pennsylvania. 3. Mr. Wallace discussed the rollout of the ACA from October to the present; reviewing the difficulties encountered. 4. Website was difficult to maneuver because of the complexities of the site. 5. He noted that bogus websites are adding to the problem, and it's difficult for the public to discern the government site from the bogus sites. 6. There were 27 million visitors to the government site; yet only 7,000 people completed an application. 7. Employer shared responsibility – delayed until 2015. 8. Individual Mandate – applications must be completed by February 15th in order 	<p>Informational</p>

	that coverage can be provided by May 1, 2014.	
Unfinished Business	<p>John Kozar encouraged the members of the committee to identify topics that departments would like to have addressed. Once a unit determines the information they wish to receive, the Benefits Office will coordinate the presentation for that unit. This initiative would be more efficient for faculty/staff and they wouldn't have to travel to Craig Hall or Bakery Square.</p> <p>Linda Tashbook mentioned mental health as a future topic for discussion. Linda will forward to Angie a draft of a brochure about Pitt's mental health resources for the committee's review and topic consideration.</p> <p>Identify meeting dates for the spring term.</p>	Committee Members will poll their respective areas to identify topics of interest.
Adjournment	Meeting adjourned at 10:35 am	