

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

**9:00-10:30am, 702 Benedum Hall**

**Attendees: Colleen Culley, Rachel Fusco, Jeanann Croft Haas, Irene Kane, Angie Riccelli, Sachin Velankar, Michael Wahl  
Appointed: Lori Carnvale, Cary Balaban, Ron Frisch, Harvey Wolfe**

**Absent: Elizabeth Bilodeau, Onyinyechi Chukwunyere, Roger Flynn, Sandra Founds, R. Donald Hoffman, John Kozar, Janeen LaForce, Belinda McQuaide, Alan Meisel, Graeme Meyer, Ann Mitchell, Ivanka Nikolova, Ann Roman, Linda Tashbook**

**Guest: Ryan Arrington**

<b>Topic</b>	<b>Discussion</b>	<b>Action to be Taken</b>
Call to Order	The meeting was called to order at 9:03 am. Minutes approved (proposed by Sachin Velankar, seconded by Irene Kane)	
Committee Business	Angie Riccelli discussed that committee membership is dependent on individuals submitting names for respective committees, names will be placed on the ballot. It appears that B & W Committee is composed of more health science based faculty. Everyone should encourage colleagues from all schools to become members of this Committee. Voluntary participation. Try to find a way to solicit membership from all areas. By-laws indicate the numbers of elected members, but no limit is stated for pro tem members. Goal for next year is to encourage greater participation from all the schools	Informational
Benefits Office Report (L. Carnvale)	Lori Carnvale provided the Human Resources report on behalf of John Kozar. Lori reported that the TIAA-CREF and Vanguard conversion was successful. Audit results	Informational

	<p>were excellent. All funds accounted for and transferred appropriately. The final Internal Audit report will be distributed to officers.</p> <p>Open enrollment starts next week and will appear in the Read Green announcement this Friday. Complete packet can be found online. Official announcement will be sent by Ron Frisch, as well as how-to access online enrollment through Prism. Open enrollment will start Monday 4/27-end Tuesday 5/19. If one wishes to keep benefits the same, there is no need to take any action. It's always a good idea to review the options. Hard copies of the enrollment packet will be sent to CDCs within the next week.</p> <p>A follow-up survey soliciting input from faculty and staff relative to receiving and evaluating the online enrollment format will be sent later.</p> <p>Effective this year the carryover for flexible spending accounts is up to \$500.</p> <p>The dates for the Benefit fairs include: Scaife Hall 1103 and 1105 ABC, on Tuesday 4/28 from 11:00am-1:00pm; Wed 4/29 and Thursday, 4/30 it will be held on the lower lounge of William Pitt Union from 11:30am-1:30pm. Benefit fairs will also be held at the branch campuses</p> <p>Ron Frisch announced that Friday will be the roll out of the new health plan and there will be few changes. There will be no premium increase for active faculty. The only monetary increase is in the cost of generics copayments by \$2.00. This increase helps tremendously in offsetting the overall cost of coverage. The University will retain the zero cost Basic Plan PPO option for individual and parent and child(ren) coverage.. Benefits are sensitive topic nationally. Dental and vision plans will remain the same with no change in premium. The Panther Premier and Panther Advocate plans have been combined under the Panther Advocate name. This plan focuses on wellness and incentives. Finally the Out-of-pocket maximums have increased for the Panther Plus and Panther Premier PPO plans.</p>	
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<p>Tuition Benefits- Lori Carnvale</p>	<p>Lori Carnvale introduced Ryan Arrington, benefits representative, who works with tuition benefits, among other things, in the office. Lori discussed the Educational Benefits' Programs within the University.</p> <p>In 2014, tuition program usage was – 1,030 faculty and staff, 188 domestic partner/spouses, and 1,255 dependent children took advantage of the benefit.</p> <p>Full-time (FT) faculty receive 6 credits for each 15-week term, staff receive 8 credits</p>	<p>Informational</p>

for each 15 week term if study in degree or non-degree program for the first degree. Six credits for each 15 week term for those that have earned a degree. The faculty and staff cost share is: 3% for undergrad credits, and 10% for graduate. Benefits for spouses are: 6 credits per 15 week term (must be enrolled in a degree or certificate program). Cost share is 10% of undergrad and graduate tuition rate per credit. Dependent children – Eligibility includes: student must be a natural, adopted or step child of employee; child listed as a dependent and must submit 1040 income tax for most recent calendar year. Covers 100% undergraduate tuition of FT or Part-time (PT) attendance up to a maximum of 12 terms leading to first bachelor degree. Summer term count as one term. Less than a maximum credit load counts as a term. Attending high school and registering counts if they matriculate at the University.

Payment of tuition at other institutions was discontinued in 1994. Scholarship covers tuition up to a maximum of the in-state, full-time under graduate tuition for two terms in College of Arts and Science at the Pittsburgh campus per year for a maximum of eight terms., Individuals may qualify for this benefit under a grandfathered provision based on date of hire before September, 1994.

PT tenured faculty have benefits based on % effort; They are at least 50% effort. Spouse/domestic partner and dependent/child/ren to not have a benefit if the faculty or staff member is part-time.

One important general provision for staff to receive benefits is the completion of either a 3 month, 6 month or 12 month provisional period. Must complete 12-consecutive months of full-time employment in order to be eligible for spouse/domestic partner scholarship benefit. Faculty is different in that the tuition benefit eligibility begins immediately upon date of hire. There are rules surrounding the benefit eligibility in cases of the timing of voluntary resignation or disciplinary dismissal.

Additional fees are not covered by the tuition benefit. Students are responsible for those costs and include: security and transportation fee; computer/network fee; activity fee; lab fee/s; study abroad administrative fee.

There are specific laws regarding Education benefits taxation. Generally, undergraduate coursework is not taxed. Graduate courses are subject to taxation.

Other tuition related opportunities include sending child/ren to Falk school (K-8) private laboratory school where FT faculty or staff pay 25% of tuition. There is a separate policy and procedure to enroll.

	<p>Tuition Exchange (TE) – The tuition exchange program does not guarantee a benefit. Scholarships are awarded through non-profit organization to students who go to another member institution. These are not on a one-to-one exchange in tuition. Cindy Henderson handles this benefit. Local schools that participate in the program are: Duquesne, RMU, St Vincent, Washington and Jefferson; University of San Francisco, Seton Hall, University of Florida. To be considered, students must apply in the early fall of the student’s senior year in HS.</p> <p>Applying for tuition benefit – Faculty submit completed forms each term to Faculty Records while Staff submit forms to the Benefits Department. Spouse or Domestic partner complete each term with proof of marriage or approved domestic partner affidavit. Dependent children – form completed and proof of dependency (form 1040). Dependent children for other institutions – complete scholarship application, certificate of eligibility, and income tax return.</p> <p>Forms are on the Human Resources website. <a href="http://www.hr.pitt.edu/forms">www.hr.pitt.edu/forms</a>.</p> <p>Need to check on the program to see where the undergraduate and graduate breaks are in degree programs.</p>	
Unfinished Business	<p>Angie encouraged the members to think about topics for next year – send them to Sachin. He will meet with Ron and John in July to coordinate topics.</p> <p>What else can we do to illustrate the benefits? Did the stress management series with Dr. Rabin, faculty expert, prove to be successful and how can such initiatives continue? Things to consider for next year. There are other topics from the Mental Health Taskforce.</p> <p>Continue to work on wellness programs and associated benefits. Mental health benefits changes, particularly with Affordable Care.</p> <p>Video clips of the presentations would be helpful as well. Links in the Times to help promote such initiatives.</p>	Members to contact Sachin with suggestions for next year’s agenda.
Adjournment	Meeting adjourned at 10:02	