



| TOPIC | DISCUSSION   | ACTION TO BE TAKEN |
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|       | <p>-Constitutional challenges:</p> <p>The U.S. Supreme Court will rule on the challenge to the individual mandate (requiring all to have certain level of coverage by 2014). The Supreme court has set aside 5 ½ hrs for arguments (unprecedented). A decision is expected by June 2012.</p> <p>-Concern with preventive services:</p> <p>Catholic Universities and hospitals and churches are exempt (as of this weekend per President Obama) from having to fully cover the cost of women’s contraceptives. Instead, insurers are expected to cover these costs with the expectation of future savings: issue at-hand is the “fairness” of this ruling because it sets a precedent for government authority.</p> <p>-2013 W-2 reporting:</p> <p>Cost calculations for the value of health coverage will be seen beginning with the 2012 W-2 faculty and staff receive in January 2013. “For information purposes only” – as of right now; future options with this data unknown but may include taxation.</p> <p>Dental and vision – stand alone policies are exempt from being included in the cost calculation.</p> <p>Also Flexible spending accounts, health care savings accounts and health care reimbursement accounts are excluded.</p> <p>-As of July 2014 (for the university), a uniform glossary and coverage examples will need to be provided. Concern - has the potential to greatly confuse members.</p> <p>-Employers mandate:2014</p> <p>Require all employers with 50 or more full time employees must offer medical benefits to employees who work 30 hrs. or more a week. Additionally, medical coverage must be “affordable”—meaning that the employee contribution for single coverage must be less than 9.5% of household income. This will not be a problem for the University. Currently it provides a no-cost single coverage option</p> <p>Essential health benefits: The Institute of Medicine (IOM) Report – Indicated that state mandates should not be factored in or play a consideration to Federal “essential” health</p> |                    |

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|                           | <p>benefits coverage. IOM report was no heeded and the decision deferred to States.</p> <p>-“Cadillac” Tax: 2018</p> <p>The health reform bill imposes a 40 percent excise tax on health insurance plans with premiums above \$27,500 a year for families and \$10,200 for individuals starting in 2018. At this time, although the University has an attractive benefits plan, current projection indicate that the University impacted by this tax. Changes in this provision may also take place before 2018.</p> |                    |
| Closing remarks (I. Kane) | B & W report to Faculty Assembly slated for February 21, 2012  |                    |
| Adjournment               | I. Kane adjourned the meeting at. 2:25pm; Next meeting: Wed- <b>March 21, 2012, 9-10:30am</b>  |                    |