Minutes

Attendance: Susan Basso, Rebecca Craven, May Dietz, Peter Jurs, Lori Miraldi, Chris Muscarella, Daniel Nugent, Robin Oswald, Kathleen Noce, Ira Ropson, Linda Clark

Absent: Jayant Acharya, Gary Catchen, Rajen Mookerjee

1. Call to order
2. Approval of the minutes of December 10, 2013 Passed

New Business

3. Definition of dependent children for benefits eligibility.
   a. Brought to committee by outside faculty. Does not include “wards” for healthcare and tuition. It is being looked into and discussed. CIC institutions are benchmarked in a document on ANGEL.

   a. Faculty concerned with these conversations. UPMC does not want to accept anyone’s insurance (not just Highmark). May be state legislation on this. Outcome is uncertain at this point. No more information at this time but it is being worked on. Governmental Affairs is also involved.

Old Business

5. Report from the Officers and Chairs Meeting – Ira Ropson
   a. No information concerning this committee

6. Report from the Joint Committee on Insurance and Benefits - Ira Ropson
   a. Retirement plan loans. More information is to be collected and will be shared with the committee in the future. This is driving up the administrative costs for everyone.

7. ACA update – Comments for today’s forensic report? Original informational report was left off the agenda by the Senate Council. A forensic report was submitted by Larry Backer. Dr. Ropson met last night with Larry and discussed some potential issues. The 3 to 1 rule was derived in part through I.R.S. and U.S. Senate discussions. Other institutions are adopting this standard (this has been benchmarked but institutional identities are confidential). Latitude is there for these to be ongoing discussions about the 3 to 1 rule. Reports from this committee need to be authored by the committee not by HR. There need to be more details about what the appeal process will be.

8. Healthcare Task Force – Status
a. Task force is working on collecting data. No information is ready to come forward yet.

9. Retirement Plan Loans
10. Healthcare Signup update (if any)
a. A large number of people are getting “bonuses” in January; 8,600 out of 15,000 who are getting an incentive. Almost a million dollar payout. Looking into how fixed-term 2 faculty at campuses are compensated. Obviously very complicated. However ACA information may help PSU measure this more accurately.

11. Salary tables for report: additions and deletions? Copy provided on ANGEL. Committee needs to look through the tables and provide feedback ASAP to Dan. Nothing that looks at campus locations. This is an informational report.


Next meeting: Tuesday, March 18, 2014 in 336 Elliott. Please note the new room starting next meeting.

Minutes submitted by Ira Ropson, Committee Chair