Faculty Benefits Committee
December 10, 2013
8:30 a.m., 519 Elliott Bldg.

Agenda

In Attendance: Jo Anne Carrick, Gary Catchen, Linda Clark, Rebecca Craven, Amy Dietz, Peter Jurs, Daniel Nugent, Robin Oswald, Ira Ropson.

Absent: Jayant Acharya, Susan Basso, Lori Miraldi, Rajen Mookerjee, Chris Muscarella

1. Call to order
2. Approval of the minutes of October 22, 2013

New Business

3. Congratulations to Jo Anne Carrick on her new position
   New Vice Chair of Benefits Committee – Linda Clark
4. Gary Catchen announced that after 31 plus years he is retiring on December 31st retirement (Congratulations!)

Old Business

5. Report from the Officers and Chairs Meeting – Ira Ropson
   Discussion regarding the ACA update. Hours counting.
6. Report from the Joint Committee on Insurance and Benefits - Ira Ropson
   (discussed subsequently). Concerns about communications between this committee and the Task Force.
7. Discussion: Health Care Task Force – How do we best interact with the task force? Martha Aynardi (past chair) is on the task force, Jo Anne is on the task force, and Robin Oswald is on the task force. Task force is meeting every other week. Gathering data and looking holistically at healthcare. Overarching message from our committee is that we don’t want any big surprises (to us or the full Senate). There is a subcommittee on communication. Suggestion to the task force to create a web page and post meeting minutes on the web page. Issue will be to communicate the existence of the web page to University community.
8. ACA update – Robin Oswald (confidential handout provided) Discussions have occurred with numerous groups about implementation. Issue is to offer healthcare to part-time (more than 30 hours) faculty and staff. Robin reviewed the criteria along with the recommendations. Include a bullet for CURRENT part-time people in the handout. Need to include information about an official appeal process. Request for information on salary paid to FT2 faculty. Concern is that FT2 are not meeting minimum wage requirements. One
model is to calculate how many hours and multiply by an hourly rate. Report will be put together for January meeting.

9. Retirement Plan Loans (Robin) Issue around a policy using loans from retirement plans. TIAA allows an unlimited number of loans from a retirement plan and people are using it for an ATM, not really loans. There is a minimum $1,000 and max $50,000 for each loan with an unlimited number of loans. About 13,000 people in TIAA, with about 2000 people with loans. Will be helpful to examine the loan frequency and defaults. Robin will be presenting data in January to the committee.

10. Healthcare Signup update (numbers for new and old plans?) PPO saving plan enrollment was expected to be 25% and 16.5% enrolled (about 2100 people). Final signup numbers will be available after the first of the year.

11. Informational report on overall Retirement Benefits? On priority form, but watching SERS to see what they are going to do with underfunding. TIAA CREF is the only plan for new employees.

12. Salary tables for report: additions and deletions? Difference between 9 month salary and actual salary. Supplemental component of faculty salaries. About 90% of faculty receive supplemental. There will be more investigation of why faculty are getting supplemental. (This issue was generated via Hershey’s basic science faculty requirement of obtaining 25% of the salary through external funds.) Probably won’t be able to get data for this year. Some questions to ask, “how does this change anything (the supplemental) graphs for different ranks at both UP and locations other than UP”.

13. Adjournment

Next meeting: Tuesday, January 28, 2014 in 336 Elliott. Please note the new room starting next meeting.

Minutes submitted by Ira Ropson, Committee Chair