

Employee Benefits Committee Minutes October 9, 2013

Present: Amanda Grose Cannoy, Yohna Chambers, Godmar Back, Brad Klein, Angela King, Judy Taylor, Donna Raines, Kim Dulaney, Monica Mathena, Isaac Sarver

- I. **Call to Order** – Amanda Grose Cannoy called the meeting to order at 1:02pm and asked members of the committee and guests to introduce themselves.

- II. **Old Business** – Amanda asked if anyone had items of old business they wished to discuss, and encouraged members of the Benefits Committee to submit agenda items to Isaac Sarver a few weeks before each meeting of the committee if they had particular items they wished to see brought up.

AFLAC – Kim Dulaney briefed the committee about the contract process that James Madison University undertook with AFLAC to provide supplemental insurance. Kim briefly explained the competitive process that James Madison University went through prior to contracting with AFLAC, and indicated that while AFLAC has presented several options to Virginia Tech, the university has the option of “attaching” to JMU’s contract. If Virginia Tech were to exercise this option, the school would gain any changes that James Madison University has made to their original agreement with AFLAC. JMU’s contract will expire in 2014, at which time they will issue a request for proposals. If Virginia Tech were to attach to JMU’s contract, then we would have the option of continuing to “piggy-back” on JMU’s master contract at that time.

Godmar Back offered a brief summary of what has occurred with AFLAC up to this point, indicating that last year Virginia Tech expressed interest in the potential of adding an AFLAC supplemental policy for employees.

Yohna Chambers noted that AFLAC would be a program to complement employees’ regular indemnity plan. Yohna further stated that if the Benefits Committee were to recommend doing business with AFLAC, and if Virginia Tech were to ultimately adopt this plan, education would be provided to staff and faculty about the plan offerings.

Amanda Grose Cannoy stated that she believed the most important piece of the concerns raised was that any partnership with AFLAC would include a detailed communications plan to educate faculty and staff if and when the plan rolled out. Amanda inquired if it would be possible for representatives of AFLAC to return to campus to answer questions from the committee.

Kim Dulaney expressed that it might be beneficial if members of the committee could send their concerns to the AFLAC presenters in advance of the meeting so they can be prepared to address those concerns.

Amanda Grose Cannoy indicated she would work with Isaac Sarver to facilitate that process and make sure that committee members’ questions could be sent to AFLAC.

Brad Klein inquired as to the date of the next meeting, and indicated that he would be out of town for a conference on the proposed date of November 13.

Amanda Grose Cannoy indicated that she would work with Isaac to hold a special meeting in November, tentatively on November 6 pending availability of committee members, for the Benefits Committee to hear from AFLAC.

III. **New Business**

Biometric Screenings – Godmar Back inquired if biometric screenings were still taking place through October 31st. Angie King responded in the affirmative, indicating that screenings would continue until the end of the month.

Legal Resources Review – Yohna Chambers shared information about Legal Resources, a voluntary employee benefit plan option for the Benefits Committee to potentially consider for Virginia Tech in the future. Legal Resources provides a wide array of legal services for employees and their dependents.

Aetna Concerns from Virginia Tech Staff – Amanda Grose Cannoy indicated that she had received an email from a Virginia Tech staff member regarding the COVA HealthAware plan covering the full cost of silver fillings at the dentist but not covering the white resin composite fillings.

Angie King indicated that this aspect of the COVA HealthAware plans had been included in Open Enrollment information sessions for faculty and staff members.

IV. **Adjournment** – Meeting adjourned at 2:05pm.