

Employee Benefits Committee Minutes

October 17, 2012

Present: Marilyn King, Hal Irvin, Jack Finney, Angela King, Anne Zajac, Godmar Back, Amanda Grose, and Dan Cook

Absent: Judy Taylor, Bradley Klein

Marilynn King, Chair, called the meeting to order at 10:07 am.

I. Welcome and Introduction – Marilyn King

- Read the Benefits Committee charge: “To recommend policies and to advise the University Administration in matters relating to employee benefits. Reports jointly to Commission on Staff Policies and Affairs and Commission on Faculty Affairs.”
- Minutes of the April 25, 2012, meeting were approved.

II. Old Business

- No old business to discuss.

III. New Business

- FMLA. Godmar Back requested the published policies on FMLA be made easier to read as employees do not have a full understanding of their rights under FMLA. We have a legal firm, Morgan, Lewis, and Bockius to help us with FMLA and everything has to be approved through the State. We want to follow best practices. On Monday, October 22nd, we will be getting more information.
- STD. Angela King – the Short-Term Disability (STD) plan was implemented July 1, 2012, and we have received a positive response. The STD plan is being communicated in our New Employee Orientation sessions.
- VALIC. Beginning October 25th, we will have a blackout period for the VALIC transition. Assets will automatically be moved to Fidelity, our default vendor, for those who did not make a choice. The VALIC transition has been a smooth one with a high-call volume. We continue to work on file transfer.
- VRS. The legislative changes regarding the Virginia Retirement System – if a person is not vested by January 1, 2013, the person will be in Plan 2.
 - ◆ Angie King explained the Purchase of Prior Service procedure.
 - ◆ The recent Retirement Planning sessions were a big success with excellent attendance.
 - ◆ How to increase employee participation in retirement planning:
 - Communicate more information
 - Target ages other than 50+
 - Use HR Partners to make contact and remind employees of their resources and to keep it in front of the people
 - Put an information table at the annual services awards
 - Create a unique Facebook page; use LinkedIn
- UNUM is a state-wide organization and a third-party provider for disability. HR Benefits is bringing in a UNUM representative for a roundtable with HR Partners.
- WELLNESS. The Wellness program is moving forward.
- NPR Report. People are having problems with long-term care plans. Do we have a history of problems with our long term care provider? VT’s long term care is an optional plan and has a good rate.

Meeting Adjourned at 11:05 am.