

**Employee Benefits Committee Meeting Minutes**  
**September 14, 2023**  
**2:00 p.m.**  
**Via Zoom: <https://virginiatech.zoom.us/j/86185863498>**

**Present:** Teresa Lyons (presiding), Rick Ashley, LaTawnya Burleson, Jessica Crawford, Andrew Dolbin-MacNab, Sandra Gabbert, Rodney Gaines, Amanda Hill, Lauren Pollard, Christine Smith, and Jeff Walling.

**Absent with Notice:**

**Absent:** Judy Alford, Daniel Hindman, Patrick Pithua, and Leisa Shelor.

**Guests:** Kari Evans

Teresa Lyons called the meeting to order at 2:02 p.m. As this was the first meeting of the year, Teresa led introductions of committee members and reviewed the charge of the 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, Commission on Faculty Affairs, and Commission on Administrative and Professional Faculty Affairs.

**1. Adoption of Agenda**

**2. Other Items**

- The committee recommended the following ideas that may help university employees:
  - New Employee Orientation is a lot of information in a short period of time. Perhaps monthly updates could be provided to employees regarding health insurance options to supplement the orientation overview.
  - Show complete compensation by showing worth of benefit package plus yearly salary.
  - Long-term care insurance - VRS has contracted with Genworth Life Insurance Co. as the insurer for the program. Participant-paid coverage provides a monthly benefit allowance for covered long-term care expenses. Enrollment has reduced medical underwriting (proof of good health) if you are age 65 and under and apply within 60 days of employment. Full medical underwriting will be required after 60 days or if you are over age 65.
  - The committee was interested in updates on topics that had been discussed last year:
    - Benefit of education for family members of employees
    - Lack of coverage for fertility treatments and menopause
  - Could we add ID theft and/or credit monitoring as a soft benefit?
  - How would a union affect employee benefits if it is formed? How can we spotlight current benefits to make sure employees know what is available?
  - Ongoing concerns over caregiving (children and elders), especially in light of the loss of the Care.com option
  - Are there opportunities for town halls so upper administration may answer questions directly?

**3. Announcements**

Teresa will send out a poll to see which topics interest the committee the most to decide what will be addressed this year.

**9. Adjournment**

There being no further business, the meeting was adjourned at 2:32 p.m.