

# **Employee Benefits Committee Minutes**

## **November 14, 2012**

Present: Marilyn King, Hal Irvin, Godmar Back, Amanda Grose, and Dan Cook

Absent: Jack Finney, Angela King, Judy Taylor, Bradley Klein, Anne Zajac, Kim Dulaney

Marilynn King, Chair, called the meeting to order at 10:03 am.

**I. Meeting Called to Order – Marilyn King**

Minutes of the October 17, 2012, meeting were approved.

**II. Old Business**

FMLA Published Policies. Dr. Irvin stated a new attorney has been hired, he will be a VT employee, and his expertise is in employment law. A policy review will be accomplished with a procedural review on FMLA.

**III. New Business**

- Procedure for Approval of Meeting Minutes. Lesa Schoell will email the meeting minutes to the Benefits Committee members for approval with a deadline to respond. If a member approves of the meeting minutes, a response to Lesa is not necessary. If a member disapproves of the meeting minutes, respond to Lesa with comments. Once the meeting minutes are approved, Lesa will post to the Employee Benefits Committee website.
- Healthcare Act. Discussed the article entitled “State-Based Health Care Exchange Not on Virginia Horizon” published in the Roanoke Times on November 9, 2012. Dr. Irvin stated though we don’t yet know how it will be administered nor do we have details, the impact will be minimum on VT. So far, only nine states have responded to the affordable care program.
- Bonuses. Reviewed article “State Revenue Collections Increase” published in the Richmond Times-Dispatch on November 13, 2012. It seems bonuses will be implemented but we have to wait until Congress takes action.
- Tom McAvoy Scholarship. Marilyn King stated we need a representative from the Benefits Committee to serve on the committee for the Tom McAvoy Scholarship. Currently, we assist approximately 12-14 students with \$850 per year. The scholarship fundraising expansion will begin in early spring. Discussed the definition of eligible students and the application process. Dr. Irvin stated the criteria for a scholarship includes wage employees. Marilyn King stated the federal government decides the basis of need. Amanda Grose volunteered to serve on the scholarship committee provided she has a backup. Dr. Irvin has a meeting in November with Legal Counsel to discuss assisting employees with tuition/scholarships.

Meeting adjourned at 10:46 am.