

Minutes of the Fringe Benefits Committee

The Fringe Benefits Committee met on Thursday, February 28, at 9:30 AM, in AFLS B111C. In attendance were Nancy Hart (Chair), Barbara Abercrombie, Jamie Bentley, Carlton Holt, Roy Hatcher, Michael Johnson, Patricia Kirkwood, Carol Reeves, Reynelda Augustine-Robinson, Richard Ray, and Rick Rorie

Nancy Hart called the meeting to order. The minutes of the previous meeting and agenda were approved as presented.

New Business:

Impact of increased student enrollment: Concern was raised about the possible effect increased student enrollment has had on increased time commitment required of faculty and staff. Increased time commitment can make it difficult to vacation or sick leave, may increase stress and reduce morale. Also, there does not seem to be consistency across departments and/or colleges in dealing with vacation, sick leave or flex time.

Human Resources update: Barbara Abercrombie reported that with growth of the campus and increased student enrollment, HR is working to insure we are competitive with other SEC schools and corporations in benefits. Efforts are underway to get more forms and information on-line to simplify the benefits enrollment process. Members discussed the need for a system wide benefits meeting to discuss issues and to communicate how any decisions at the system level might impact our campus.

Old Business:

Classified Staff Maternity Leave: The staff senate is currently working out the details of a maternity leave policy for staff members. The proposal will need to be sent to the system office for final approval.

United Medical Resources (UMR) Update: Richard Ray reported his office continues to work with UMR in administration of the U of A plan, and to understand differences between the U of A plan and other UMR policies. Richard explained that coverage and co-pays has not changed.

Mental Health Providers: The issue of some mental health providers not participating in the health program administered under UMR remains fluid. Some members report mental health providers have told them that they will not accept the reduced fee schedule offered under UMR, which is below some other plans, including Medicare. Concern was expressed about the very limited number of psychologists and psychiatrists who are currently signed up under UMR.

Announcements: The next committee meeting is Thursday, March 28th, at 9:30 AM, in AFLS B111C.

Meeting adjourned at 10:55 AM.

Respectively submitted,

Rick Rorie

Approved by Committee: Thursday, March 28, 2013