

Minutes of the Fringe Benefits Committee

The Fringe Benefits Committee met on Thursday, July 19th, at 9:30 AM, in AFLS B111C. In attendance were Nancy Hart, Carlton Holt, Patricia Kirkwood, Jamie Bentley and Rick Rorie.

Nancy Hart (Chair) called the meeting to order. The minutes of the previous meeting and agenda were approved without revision.

Old Business:

2012 Leadership: Nancy Hart and Patricia Kirkland will serve this year as Chair and Vice-Chair, respectively.

QualChoice Service Improvements: An Interactive QualChoice FSA Claim Form is now available on-line (<http://hr/uark.edu/qcclaim.pdf>). The Dependent Care FSA Claim Form has been revised to allow a range of services rather than just the one date of service.

Maternity/Family Leave: Debbie McCloud provided an update (via email) regarding the Provost's draft of a policy for maternity/paternity leave. The proposed policy would allow for a modified work assignment for faculty and non-classified staff. Human Resources is working on a draft of a short-term disability (STD) policy for discussion with the System Office. Options under consideration by the Chancellor are: 1) STD coverage for everyone, 2) Modified work assignments for faculty, 3) Modified work assignments for faculty and STD for non-classified and classified staff, and 4) Modified work assignments for faculty and non-classified and pay the entire cost of STD for classified staff. The Committee will continue to monitor policy development.

Wellness Program: Nothing new to report.

New Business:

New Leadership Position: Rick Rorie was elected to serve as Secretary for the Committee.

Health Care: The committee will ask Richard Ray for an update at our next meeting on anticipated changes to health care policy, as a result of the Supreme Court ruling on the Patient Protection & Affordable Care Act of 2010.

Phased Faculty Retirement: The committee received a draft policy for phased faculty retirement from the Faculty Senate. The policy would allow faculty with at least ten years service to work part time for up to three years before full retirement. The intent of the policy is to encourage earlier retirement and allow a transition period into retirement. The policy will be discussed at the next meeting.

Vision Plan: A concern was brought to the committee that the current vision plan does not cover an additional pair of glasses when needed. For example, a pair of prescription sunglasses needed due to light sensitivity after cataract surgery. The committee will ask Human Resources if any other vision plans are under consideration, and if others have expressed concern about what the current vision plan covers.

Medical Equipment: The committee was asked to seek clarification of how medical equipment is defined (i.e., what is included in the category), how it is determined to be necessary or not, and any changes in how it is covered in the new health care act.

Announcements:

The next committee meeting will be either August 30th or September 6th, depending on committee members schedule. The meeting is scheduled for 9:30 AM in AFLS B111C.

Meeting adjourned at 10:15 AM.

Respectively submitted,

Rick Rorie