

**Senate Benefits and Welfare Committee  
University of Pittsburgh  
Minutes of September 18, 2014 Meeting**

**Attendees: Elected:** Roger Flynn, Jeanann Croft Hass, Irene Kane, Angie Riccelli, Linda Tashbook, Sachin Velankar  
**Appointed:** Carey Balaban, Janeen LaForce, Ron Frisch, John Kozar, R. Donald Hoffman, Michael Spring, Michael Wahl, Harvey Wolf  
**Absent:** Elizabeth Bilodeau, Collen Cully, Sandra Founds, Rachel Fusco, Alain Meisel, Ann Mitchell, Anna Roman  
**Guests:** Members of the Human Resource Department, Marty Levine

Topic	Discussion	Action to be Taken
Call to Order	Angie Riccelli called the meeting to order at 9:05 am.	
Committee Business (A. Riccelli)	Angie Riccelli welcomed both the returning members and the new members of the Benefits and Welfare Committee. She thanked the members for their participation and feedback in completing the survey to identify meeting topics for the AY' 14 - 15. She stated that the meeting schedule was based on survey results as evidenced by the first meeting taking place in the Benefits Department. She thanked Ron Frisch, associate vice chancellor, Human Resources and John Kozar, assistant vice chancellor, Human resources, for hosting the meeting.	Informational
Benefits Office Report (J. Kozar)	<p>John's report included the information about:</p> <ol style="list-style-type: none"> <li>1. Student Health Insurance <ul style="list-style-type: none"> <li>• Open enrollment starts July 1<sup>st</sup> and ends September 15<sup>th</sup></li> <li>• There are two programs – General Student and Graduate Student <ul style="list-style-type: none"> <li>○ Both are ACA compliant</li> <li>○ Graduate students with Academic Appointment enrollments– 2000</li> <li>○ General student enrollment is an additional 2000 students</li> </ul> </li> <li>• Expected a slight drop off as a result of ACA but we have not seen this in the enrollment numbers. Our programs are far more generous than any of the metal plans – no deductibles for starters</li> <li>• International students are required to have coverage</li> </ul> </li> <li>2. Highmark/UPMC Insurance Issues <ul style="list-style-type: none"> <li>• The University is impacted</li> <li>• Students with parents that have Blue Cross coverage – not just locally – are an</li> </ul> </li> </ol>	Informational

	<p>issue. We have been working with Student Health Service (SHS) and Highmark on the interpretation of the consent decree. SHS has met with West Penn Hospital's ED Unit and certain specialty areas.</p> <p>3. Flu Shot Clinics are set for the next two months on campus, available at different sites., e.g., Falk Pharmacy. The theme for this year: "Don't get caught without the shot".</p> <p>4. Working on an update to the Tuition Policy (Staff)</p> <ul style="list-style-type: none"> <li>• Not looking to make any change to the benefit but clear up areas subject to interpretation. Faculty Records, Benefits, and Student Financial Services are involved.</li> </ul> <p>5. Working with UPMC to modify the PPO Plan with the Health Incentive Account</p> <ul style="list-style-type: none"> <li>• Low participation currently</li> <li>• Want to make it more understandable</li> <li>• Incentives earned will now go directly to their flex spending account</li> </ul> <p>6. Retiree Benefits</p> <ul style="list-style-type: none"> <li>• Open Enrollment Meetings set for first week of November Struggling with the Highmark Renewals UPMC increases are in line with what we would expect</li> <li>• Retiree Association Explore possibility of creating an association, activities could include: Volunteer/service programs Educational workshops Advising</li> </ul>	
<p>Special Guests: Staff Members of the Human Resources Department</p>	<p>John Kozar introduced Lori Carnvale, director of benefits. Lori described her role and responsibilities and then proceeded to introduce the other Benefits Department staff members: Aynsley Jimenez, supervisor responsible for retirement, retirement savings, life insurance, FMLS disabilities; Stan Charie, analyst, responsible for day-to-day activity for retirement, retirement savings, retirement counseling; Amelia Conte, benefits representative, responsible for day-to-day activity surrounding FMLA'S disability &amp; life insurance; Melissa Kluchurosky, supervisor health and welfare; Megan Tintera, part-time benefits analyst, day-to-day activity regarding medical, dental, vision, Flex spending, bill payments, surveys, open enrollments; Kate Young part-time benefits analyst, day-to-day activity surround medical, dental, vision, Flex spending, bill payments, surveys, open enrollments; Ryan Arrington, benefits representative, tuition program, quality controls, and special projects; Kim Phillips, benefits representative, customer service desk, fielding calls &amp; walk-in customers; LaKeisha Gray, benefits</p>	<p>Informational</p>

	representative, customer service desk, fielding calls & walk-in customers, Darae Calloway, assistant to John Kozar	
Unfinished business	<p>Angie Riccelli discussed the committee's goal to enrich the outreach programs' initiatives by partnering with Human Resources Department in enhancing the existing health promotion programs. One such program was Linda Tashbook's proposal to develop mental health resource materials. Linda passed out draft two of the list she generated on University of Pittsburgh resources for employees and their family members who are living with mental illness. The one page printed list included categories of resources: 1) reading material – stress management tools from the Healthy Lifestyles Program as well as library leads; 2) Human Resources material – a link to the wellness tools as well as the sick time policy and FMLA information; 3) Pitt Knowledge – a list of services, such as the dental clinic along with offices that happen to have interesting and useful information for and about people with mental illness.</p> <p>The committee is interested in developing ways to connect employees to these kinds of resources and possibly initiate additional campus-based sources and services, such as family education classes or support groups. Angie Riccelli asked who would like to work with Linda on a task force to further develop the concept and content for this program. Irene Kane, Janeen LaForce, and Sachin Velankar expressed an interest in serving on this task force.</p> <p>Irene Kane shared information regarding the stress management program she presents in many community settings along with Dr. Bruce Rabin. This health promotion program could be offered to University faculty and staff. She volunteered to work with Linda Tashbook in the development of a health education series, e.g., Lunch and Learn to provide faculty and staff with opportunity for learning about evidence-based strategies to maintain health. Ron Frisch stated that he welcomes committee members' involvement and welcomes the opportunity to work collaboratively to enhance health promotion programs.</p>	A task force was formed to develop concept and content for the Mental Health Resource materials.
Adjournment	A. Riccelli adjourned the meeting at 10:35 AM	