

**Senate Benefits and Welfare Committee
University of Pittsburgh**

Minutes of September 28, 2011 Meeting

9:00-10:30am, VB 138 (Clinical Research Conference Room)

Attendees: Elected: Sandra Founds, Irene Kane, Judith Lave, Lara Putnam, Angelina Riccelli, Sachin Velankar; **Appointed:** Elizabeth Richey, Elaine Devlin, Nancy Gilkes, Anna Roman, Harvey Wolfe, John Kozar, Ronald Frisch, John Baker

Not present: Emilia Lombardi, Robert Robertson, Taekia Blackwell, James Holland, Alan Meisel, Andrew Blair, Michael Pinsky, Lori Molinaro
Faculty Assembly Visitor: James Becker

TOPIC	DISCUSSION	ACTION TO BE TAKEN
Call to order	Irene Kane, Chair, called the meeting to order at 9:03am.	
Committee business (I. Kane)	<ol style="list-style-type: none"> 1. Introduction of committee members; one visitor attending. 2. Review of mission statement for the committee. 3. I. Kane reviewed University Senate website emphasizing the wealth of information available and shared Faculty Assembly meeting update. 4. Agenda topics were reviewed and Committee members were encouraged to submit ideas. The 'umbrella' theme for this academic year, 'communications', was discussed. Although multiple avenues exist for delivery of information by Human Resources (HR) staff, Committee members were asked to assist consider novel ways to expand upon delivery of information from all forums attended to support HR efforts. 5. <i>All information presented in the meetings is considered confidential unless otherwise indicated by the presenter.</i> 	Committee to submit ideas for enhancing communication & further agenda ideas.
Benefits Office report (J. Kozar)	<ol style="list-style-type: none"> 1. Pharmacy <ul style="list-style-type: none"> • Walgreens Pharmacy has mailed letters to customers notifying patients that they will not be part of the Express Scripts network effective January 1, 2012. • Walgreens will honor all prescriptions until that time. • UPMC Health Plan is following this situation closely and is holding out hope that the two parties will still come to some agreement. • UPMC Health Plan will send a notification to their membership in November if it does not appear an agreement is forthcoming. <p>Discussion: J. Becker, Faculty Assembly member, commented on the Walgreen letter sent to faculty and staff and asserted that improving timely sharing and preparing faculty for change is indicated. A Roman shared that her department also received the letter noting that it was prematurely sent since discussion in progress with no decision made. J. Kozar apologized if HR reaction was delayed but since it is in discussion stage with final decision pending including retention of Walgreen's—sending notification seemed precipitous. He noted that companies sometimes used tactics to gain user support to leverage negotiations. Ultimately, the cost to employees is at the</p>	J. Kozar will check with counsel to determine

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Benefits Department: Communications-Overview of Strategy & Methods (J. Kozar)	<p>J. Kozar discussed Human Resources' strategy and methods via a review of the updated website as well as supporting media, e.g. University Times; and, N. Gilkes reviewed printed materials from HR available for information and education. Although multiple avenues exist for delivery of information by Human Resources (HR) staff, Committee members will assist with the dissemination of information by considering novel ways to expand delivery of information to support HR efforts.</p> <p>Discussion: J Lave noted the importance of communication with administrators since most faculty or staff will start their query process via this route. E. Richey supported 'tweaking' cumbersome benefits information for easier comprehension. R. Frisch concurred that bundling widespread information is helpful and HR continues work toward strengthening HR website communications. A. Riccelli observed that Pitt provides great benefits—top tier nationally—and, we 'need to toot our horn'.</p>	<p>Committee members will assist with the dissemination of information by considering novel ways to expand delivery of HR information.</p> <p>HR Website development continues.</p>
Closing remarks (I. Kane)	<p>I. Kane reemphasized the mission of the Committee, the collaborative nature of the agenda to ultimately result in positive outcomes, and the confidentiality of issues discussed as such until information is formally released.</p> <p>Please send any suggested agenda items and/or communication venue suggestions to IK at your convenience.</p>	
Adjournment	I. Kane adjourned the meeting at 10:30am. Next meeting: October 20, 2011.	