

**Senate Benefits and Welfare Committee  
University of Pittsburgh  
Minutes of February 20, 2024**

**Attendees:**

**Guest Speakers:** Chris Bonneau

**Minutes taken by:** Linda Tashbook

TOPIC	DISCUSSION	ACTION TO TAKE
Committee Business	<p>- The University did NOT decommission the policy on <b>domestic partner benefits</b>.</p> <p>- <b>Graduate Student Employees' Health Insurance</b> - This group has been disbanded, having not met the state deadline for composing a plan, however the Dean of Students will continue to work with HR and Benefits to review and arrange coverage and ensure clear and timely communications.</p> <p>- <b>Mental Wellness Task Force</b>            ... Family Support Group 2<sup>nd</sup> Mondays at Noon, March meeting will be at Heinz Chapel's Meditation Monday.            ... Book club is discussing <u>Turning the Mind Into an Ally</u> by Sakyong Mipham. Registration opens on February 22 and will be announced in PittWire.            ... "Managing Trauma from World Events" 1/14 event went well.</p> <p>- <b>Next Meeting is March 20 from 2:00-3:00 p.m..</b> The topic will be Pharmaceutical Benefits from UPMC Health Plan and will include facts about specialty medications.</p> <p>- <b>April meeting:</b> Guest speaker will be Tim Irvin from CAPTRUST. We might also interact with representatives from the LGBTQIA+ Steering Committee at this meeting.</p>	
Benefits Office Report	<p>- Pitt faculty and staff can now use the <b>CMU fixed route shuttles</b>.  <a href="https://www.pitt.edu/pittwire/announcements-and-updates/cmu-shared-shuttles">https://www.pitt.edu/pittwire/announcements-and-updates/cmu-shared-shuttles</a></p> <p>- Remember that we have a <b>free clinic</b> called the "My Health at Work Center" on the 5<sup>th</sup> Floor of the Medical Arts Building, above the popcorn store on Fifth Avenue. They can treat minor ailments and help with preventative services. Please utilize the <a href="#">online scheduling form</a> to schedule an appointment or</p>	

	<p>call 412-647-4949.</p> <p>- <b>Pitt Surplus Property</b> has all kinds of great stuff available at cheap prices. <a href="https://www.pittsurplus.com/">https://www.pittsurplus.com/</a></p> <p>If you need furniture, electronics, Pitt gear, or even a vehicle, keep an eye on this site.</p> <p>- At the <a href="#">Vaccination &amp; Health Connection Hub</a> on the Oakland campus <b>Pitt employees</b> with UPMC health insurance through the University can get <b>free wellness screenings</b>. Earn <b>up to \$80 in wellness incentives</b> to be put toward any eligible over-the-counter health expense by completing a biometric screening. <a href="#">Biometric screenings</a> measure your blood pressure, height, weight, BMI, fasting blood glucose and cholesterol levels. Learn more about how to use and access your reward dollars <a href="#">here</a>.</p>	
<p>Topic</p>	<p>Dependent Care Benefits</p> <p>Here is the final report from the <i>Ad Hoc</i> Committee on Dependent Care Benefits. <a href="https://www.univsenate.pitt.edu/sites/default/files/Senate%20Ad%20Hoc%20Committee%20on%20Dependent%20Care%20Final%20Report.pdf">https://www.univsenate.pitt.edu/sites/default/files/Senate%20Ad%20Hoc%20Committee%20on%20Dependent%20Care%20Final%20Report.pdf</a> It puts forth the following recommendations:</p> <ol style="list-style-type: none"> <li>1. Permit federal grant funds to be applied to dependent care. (Pitt has already implemented this by revising policy FN 28.)</li> <li>2. Provide vouchers (grants) to employees who need help paying for dependent care.</li> <li>3. Establish dependent care professional development grants so that Pitt employees can pay a caregiver to assist the dependent relative while the Pitt employee attends a conference or other professional development work.</li> <li>4. Engage a full-time Human Resources professional to deal exclusively with dependent care issues.</li> </ol> <p>Although this is a benefits topic that would ordinarily be a mandatory topic of bargaining (i.e. something to be discussed only between an employee union and management) L. Lovett noted that at the union university where she previously worked, the particular matter of dependent care benefits was able to be handled outside of union negotiations because it was so obviously of common interest to administration and all employees.</p>	<ol style="list-style-type: none"> <li>1. Postdoc and GPSA reps on this committee might collect input from their organizations—just to call fresh attention to these recommendations and also to potentially provide Pitt-specific examples.</li> <li>2. All members of this Benefits and Welfare committee can make sure that colleagues in their department are aware of these recommendations as well as our existing dependent care benefits.</li> <li>3. See current Pitt <b>dependent care information</b> at: <a href="https://www.hr.pitt.edu/current-employees/work-life-balance/child-and-family-care">https://www.hr.pitt.edu/current-employees/work-life-balance/child-and-family-care</a></li> <li>4. Here is the University Times summary of research and recommendations <a href="https://www.utimes.pitt.edu/news/dependent-care-committee">https://www.utimes.pitt.edu/news/dependent-care-committee</a></li> </ol>