

**UNIVERSITY OF WASHINGTON**  
**FACULTY COUNCIL ON RETIREMENT, INSURANCE AND BENEFITS**

The Faculty Council on Retirement, Insurance, and Benefits met on Monday, December 1, 2003 at 8:30 a.m.. Chair Patti Brandt called the meeting to order at 8:35 a.m.

**PRESENT:**

*Professors:* Bliquez, Boxx, Brandt, Demorest, Johnson, Kochin, Martin, Waaland, Whittaker

*Ex-officio:* Dougherty, Dwyer, McKenzie, Henley, Olswang

**ABSENT:**

*Professors:* Dugdale, Haley

*Ex-officio:* Constantine

**GUEST:** Marita Berg

**Announcements**

Brandt has heard from very few people regarding Spring Quarter schedules; please submit these as soon as possible. For those attending today, Thursday morning meetings appear to be the preference for Spring Quarter. The entire membership will be polled for times and dates to see whether this works for everyone.

Winter Quarter meetings will continue to be held on Mondays, 8:30-10:00 a.m. Dates are January 5, February 2, and March 1.

Katy Dwyer introduced Marita Berg as her guest.

**Long Term Care**

Jim Whittaker reported that there is a window of opportunity to influence the Health Care Authority (HCA) in their choice of a Long-term Care (LTC) provider to replace the present "unfunded benefit" through John Hancock, which expires sometime in 2004. Because this issue touches every person on campus, great care should be taken to get input on a new LTC choice from a broad cross-section of UW faculty and staff. The current cost of long term care is in excess of \$200 per day, and rising.

Whittaker handed out a template that distills present thinking and concerns about LTC insurance (see appendix), along with a draft letter from FCRIB to HCA offering support in selecting a new vendor. The LTC subcommittee recommends that the draft letter be reviewed, finalized, and sent to HCA as soon as possible. This is the beginning of a conversation in which FCRIB should be proactive.

Pat Dougherty added that there is a great deal of interest campus-wide in LTC; all the seminars UWRA has presented have been oversubscribed, with waiting lists for future seminars.

It was MSP to accept the LTC subcommittee's recommendation to open this dialogue with HCA by mail.

**Comments:**

- The "concerns" document should accompany the letter, and should be carefully formatted to be as clear and concise as possible.

- FCRI should stress to HCA that the company selected should have significant involvement and long-term experience in long-term care (at least ten years in the field).
- FCRI should offer to let HCA know what kinds of benefits are important to UW faculty and staff, such as a "tiered" policy offered that would allow lower-income staff to opt for less-comprehensive coverage at a lower premium.
- An open-enrollment period for retirees should be included in any new offering.

It is important that HCA be given a good sense of the Long-term Care Insurance benefits that are important to UW employees, so HCA will have good information upon which to base their choice of vendors and policies.

Changes and additions to the draft letter will be made, based upon today's general discussion. Brandt asked the Council to give further consideration to the document and email any further changes or concerns to her.

A final draft of the letter will be approved at the January 5 meeting.

The meeting was adjourned at 10:00 a.m.. *Minutes by Linda Fullerton, Recorder, based upon notes by Tasha Taylor.*