

UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON RETIREMENT, INSURANCE AND BENEFITS

The Faculty Council on Retirement, Insurance, and Benefits met on May 6, 2004 at 3:00 p.m. Chair Patti Brandt called the meeting to order at 3:05 p.m.

PRESENT: Professors: Boxx, Brandt, Demorest, Haley, Kochin, Waaland
Ex-officio: Cameron, Constantine, Dougherty, Dwyer, McKenzie
ABSENT: Professors: Bliquez, Dugdale, Johnson, Martin, Whittaker
Ex-officio: Henley,

Synopsis:

1. Benefits Office update
2. Subcommittee updates: Tuition waiver; long-term care insurance
3. Plans for June meeting: HCA & Pete Cutler, Acting Administrator
4. Proposed change of Council name to Faculty Council on Benefits
5. University Week article

Announcements

Brandt told the Council that Karen Boxx has agreed to chair the Council next year, and thanked Karen for her willingness to serve. Chip Haley is retiring, but could possibly return as emeritus faculty. Diane Martin has one more year on her current term, but it is not clear whether she will be able to serve.

Benefits Office update

Katy Dwyer will send everyone the Benefits Orientation URL; everyone should look at it.

Nominating members for the newly-forming Fund Review Committee has been difficult, but is progressing. Packets containing information from the fund sponsors have been sent out and a chair has been elected. Committee members are looking at investment philosophies, reading articles, and preparing to do their work.

The first task the Fund Review Committee faces is to pare down the number of investment options presently offered - if there are more than 15-20 choices offered, people get overwhelmed and find it difficult to make a choice. As they "weed" the current funds, the Review Committee will also be developing an investment philosophy to guide them in the future as new funds or products are offered by vendors or requested by UW employees. It is hoped that this would be well on its way to completion by the end of summer – if not, the Committee may ask for the help of an outside consultant. Levis Kochin is FCRIB's representative to the Fund Review Committee. Members will serve staggered three-year appointments.

The Benefits Office is also very busy with labor negotiations. Many contracts must be negotiated by mid-September and it is an exhausting process for all concerned, but it's going well.

Subcommittee updates: Tuition waiver, Long term care

Tuition waiver: Steve Demorest has met with Harlan Patterson, who is supportive of the tuition waiver plan and has assigned a budget analyst to review it. Demorest will meet with the analyst before the plan goes to the UW Human Resources Committee. The plan is expected to be out of Harlan's office by June. If it is included in collective bargaining, Phyllis Kinney, Gail Stygall, and Randy Hodgins should be brought on board.

Long Term Care: The subcommittee will have more to do after Pete Cutler of the Health Care Authority visits FCRIB in June. Cutler wants to do a presentation, and will need about an hour at the June meeting. Meanwhile, Dwyer hopes FCRIB members will review the letter sent to HCA in Winter Quarter and come prepared to ask good questions. Pat Dougherty told the Council that UWRA also wants to send a letter to HCA, but will wait until the June meeting with Cutler. Dougherty wants a liberal LTC open enrollment for retirees, and would like to see all state employees have a choice of LTC vendors.

Questions/Concerns for June meeting with Pete Cutler, Health Care Authority

The following concerns were voiced as topics to discuss with Cutler:

- Prescription Drug Cards: Will they really be a benefit? How much complexity is involved? When will the University Medical Plan clarify their use?
- What will be the impact of Premera becoming a "for profit" organization?
- What are Cutler's projections for employee health care costs? How will money used for raises affect the employee share of health care costs?
- Cafeteria-style benefits – what are they? Is Cutler hearing them mentioned? Is it possible to have cafeteria-style offerings within the medical benefits; e.g., high deductibles with catastrophic coverage that younger (and presumably healthier) workers could choose?

Brandt asked Council members to be thinking of additional topics that could be addressed after Cutler's presentation, time permitting.

Proposed change of Council name to Faculty Council on Benefits

Brandt recapped the ongoing name-change discussion:

A change of name to Faculty Council on Benefits has been proposed in order to be clear to the UW community about what the Council does, and to attract a more diverse Council membership. It is thought that "Faculty Council on Retirement, Insurance, and Benefits" places the emphasis so heavily on "retirement" that many younger faculty members may not believe the Council is of interest to them and may not volunteer.

The name change would require Class A legislation, which could be done in Fall Quarter 2004 at the earliest. It may be possible to have a name change included in some housekeeping amendments that could be presented to the Faculty Senate by the Secretary of the Faculty, though this is not entirely clear.

Pat Dougherty, Director of UWRA, said that retirees would be upset about a name change – they worked hard to get retirement issues included as part of the Council's charge and believe it is important to retain the word "retirement" in the Council name. After brief discussion, consensus was reached that it is important to retain the word "retirement."

It was moved, seconded and unanimously passed to change the name of the Council to the Faculty Council on Benefits and Retirement.

U-Week Article

Brandt asked members for edits on her draft article for FCRIB, to be published in University Week. Edits were discussed and agreed upon during the meeting. The recorder will compile the edits and forward them to Brandt.

The meeting was adjourned at 4:30 p.m. *Minutes by Linda Fullerton, Recorder.*