

**UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON BENEFITS AND RETIREMENT (FCBR)**

The Faculty Council on Benefits and Retirement met in Gerberding Hall, room 36, on Thursday, April 12, 2007. Bowen, Chair for the Committee, called the meeting to order at 1:30 p.m.

Synopsis:

1. Approval of Minutes of the March 2, 2007 meeting
2. Introductory remarks including report on progress of tuition waiver proposal
3. Discussion of a resolution to support Automatic Enrollment in UW Retirement Plans
4. Update by Vice President for Human Resources
5. Update by Director of Benefits and Work/Life
6. Recruiting new members for FCBR
7. New business
8. Potential agenda items for meeting on May 10, 2007; 1 to 2:30 pm:
 - Loose ends on initiatives discussed at April meeting
 - What should be agenda items for 2007-08?
 - University Legislative Representative on issues in the recent legislative session
 - Revisit benchmarking data from November 2006 meeting.

1. Approval of Minutes of the March 2, 2007 meeting [Bowen]– see draft attached as Exhibit A

Minutes were unanimously approved. It was noted that Joseph Stowitschek has retired and is no longer part of this committee. Anna Kartsonis is on leave for a year so will not be part of this committee. It was also noted that in a previous meeting, Gray (PSO), Henley (Retirement Association) and Constantine (Association of UW Librarians) were made voting members.

2. Introductory remarks [Bowen] including report on progress of tuition waiver proposal

Demorest and Bowen presented to the Faculty Senate. President Emmert and Provost Wise were present. Next step is the Faculty Senate Committee on Planning and Budgeting.

3. Discussion of a resolution to support Automatic Enrollment in UW Retirement Plans [Bowen] – see draft resolutions attached in Exhibit B. [Information we have requested may not be available.]

Hess feels the argument is very good. Demorest stated this doesn't stop you from opting out. Most people opt out because they just let it go by. About 60% of the people that are enrolled stay enrolled; it's the right thing to do. Dwyer noted that we know we can do a better job of education even if we don't set up a system. Bowen believes all we can do is forward on to the Faculty Senate and say that this is important. This is something we should be doing. Demorest says this should be in line with how people should be thinking about retirement. Dwyer suspects that at a certain point there will be retirement plan changes. Demorest states that this is not mandatory, it's automatic. One can always opt out. This just changes the approach. Bowen and Demorest will be presenting the tuition waiver proposal and would like to present this also. It'll all be in the mix. It's important to separate them conceptually.

Motion was made to accept Resolution #1. It was unanimously carried.
Motion was made to accept Resolution #2. It was unanimously carried.

4. Update by Vice President for Human Resources [Kornberg] with special attention on the childcare initiative (see Exhibit C for a first draft)

The last Childcare Task Force meeting was canceled so that people could review the proposal that was sent out. We will provide to Phyllis so that she can make a determination.

Option 1 – We would contract with childcare resources and they will provide a dedicated person who knows where the vacancies are located. This is a real time saver for employees. Good recruitment tool. They can log on and make plans for their children. It would cost \$40,000 to contract agency.

Option 2 - Negotiate with Nanny Referral Agencies.

Option 1 – Short-Term

Going to a private childcare provider, like Bright Horizons (BH) – could we purchase a space? Have to purchase a total of 5. It will cost us the actual tuition. Risk would be that we wouldn't use all five. It's a low risk. We could just post it if it wasn't filled. If a family already has a child and then has a newborn, they get priority. Duke, MIT, John's Hopkins all uses BH. Kornberg disclosed that she was on their advisory board before, but has stepped down.

A second option is that we purchase priority at BH. It's more expensive \$60,000 - \$70,000. You could choose the center. Once you're in your in. We also have the opportunity to negotiate a package of 5 priority placements for \$10,000.

Option 2 – Partner with local childcare centers for priority in exchange for stipend. This includes increased quality and quantity within community. Average stipend was \$15,000 - \$20,000.

Option 3 – Radford court has a childcare center.

Option 1 - Long term – The University purchased Safeco and two lots. This is an opportunity to contract with private developer to build affordable housing and a child care center within the complex. Provost Wise, Aaron Hoard, Jeannette Henderson, Ani Mari Cauce, and Gary Quaforth met to discuss. There are some legal issues being researched.

5. Update by Director of Benefits and Work/Life [Dwyer]

Dwyer has nothing more to add.

6. Recruiting new members for FCBR [Bowen]

Demorest and Boxx are leaving the committee because their term is ending. Check with Susan Folk to see if this is correct. Demorest is willing to re-enlist. Dwyer had a few recommendations – Diane Martin and Patricia (Patti) Brandt. Secretary of the faculty thinks the group is too small because not all areas are represented.

7. New business

No new business.

8. Potential agenda items for meeting on May 10, 2007; 1 to 2:30 pm: Last meeting

- Loose ends on initiatives discussed at April meeting
- What should be agenda items for 2007-08?
- University Legislative Representative on issues in the recent legislative session

- Revisit benchmarking data from November 2006 meeting?

Send agenda items for next year to Bowen. Education on the supplemental benefit is one item. Will have a Legislative representative come and speak to the group. Dwyer said food should be brought to last meeting. Mason will bring.

Meeting adjourned at 1:20.

Next meeting is scheduled for May 10, 2007 1:00 – 2:30 in 36 Gerberding Hall.

Present: *Professors:* Bowen, Breidenthal, Brock, Demorest, Gallucci , Hess,
 Ex-officio: Everett, Gray, Henley
 President's Designee: Kornberg
 Guest: Dwyer

Absent: *Professors:* Boxx, Kartsonis, Stowitschek
 Association of Librarians: Constantine
 Ex-officio: Dougherty

Minutes: Mason