Meeting Synopsis:

1. Call to order
2. Review of the minutes from April 27, 2020
3. Annual letter on benefits review and retirement planning
4. Plans and agenda items for 2020-21
5. Good of the Order
6. Adjourn

1. Call to order

The meeting was called to order at 2:32 p.m.

2. Review of the minutes from April 24, 2020

The minutes from April 24, 2020 were approved as written.

3. Annual letter on benefits review and retirement planning

Chair Shankar discussed the drafting of a retirement and benefits informational letter. Shankar suggested the letter be sent out by the FCBR chair or Senate chair on an annual basis. It would be sent to all faculty to urge examination of individual benefits for retirement plans. UWHR has details of all benefits and the informational letter would provide hyperlinks to specific points.

The council will provide edits to the draft before sending it through the senate office. Shankar noted October 2020 would be the ideal date to send the letter.

A councilmember asked for clarification on administrative review prior to sending. Chair Shankar noted that it would be helpful to have feedback from academic affairs. UW HR will need to review the draft as well.

Another member emphasized their approval of this idea. They noted the deficit of information when planning for retirement causes many issues. More information provided about resources and involvement in discussion leads to better long-term retirement planning. Workshop planning can also be a great hands-on and digestible way for individuals to understand retirement. They noted conversations with departments around retirement planning should be encouraged.

Many faculty members are hesitant to start this discussion on what the non-financial aspects of retirement are. Some feel anxiety when talking to colleagues or their departments about retirement. It might be helpful to have recently retired individuals available to casually discuss these topics.
4. Plans and agenda items for 2020-21

The council noted items they would like to address for the next academic year. Chair Shankar shared the charge letter for 2019-2020 and noted the draft letter is the first step in pre-retirement planning communication.

While there has been no time to collect information on the UW Voluntary Retirement Incentive due to COVID-19, information may be available by Fall 2020. A council member noted this program will provide UW with a better estimate for retirement preparations, especially for patterns of retirement age. FCBR will continue to study this program.

FCBR is interested in continuing conversations on extended UPASS benefits to all employees. The chair noted that transit is not being used to the same extent prior to COVID-19.

The council will continue looking into the Professional Travel Grant for next year, but current budgets are unclear.

The council is also interested in understanding how UW assists their faculty with housing as an agenda item for next year.

A member stated that long-term care insurance would be an item of interest to FCBR. Gatlin noted employee benefits must go thru the Public Employees Benefits Board (PEBB). In the last 2 years, an insurance tax has been implemented for basic long-term care for citizens of Washington State. Benefit packages have limited negotiations and must be worked thru the state healthcare authority. FCBR could be a source of advocacy for employees to PEBB.

Chair Shankar will be stepping down as FCBR chair and asked for future chair nominations.

5. Good of the Order

Gatlin noted that the policy change in UWRP contributions from Opt-in to Opt-out at age 50 has been approved and will start June 1st. Chair Shankar thanked the council for serving on FCBR.

6. Adjourn

The meeting was adjourned at 4:00 p.m.

Minutes by Alexandra Portillo, council analyst, xanport@uw.edu

Present: Faculty Code Section 21-61 A: Nicole Hoover, Pete Johnson, Gowri Shankar (chair), Monika Sobolewska, Jason Wright, Faculty Code Section 21-61 B: Charles Hirschman, Deci Evans President’s designee: Mindy Kornberg Guests: Rachel Gatlin, Miceal Vaughan

Absent: Faculty Code Section 21-61 A: William Yuh, Ellen Covey Faculty Code Section 21-61 B: Laura Lillard