

**SUU Staff Association Minutes
Wednesday, October 10, 2012
Library Conference Room 302D**

Attendance: Mindy Benson Sheri Butler, Ron Cardon, Clarissa Crosby, Tyson Kyhl, Julie Larmore, Sheri Lopez, Kristin Wiggins, Daniel Bishoff, Steven Irving

Absentees: Barbara Rodriguez, Shon Spevak

Call to Order: Ron called the meeting to order at 11:00 a.m.

Items of Business

Approval of minutes: Ron Cardon motioned to approve September, 2012 minutes, Clarissa Crosby 2nd the motion. All in attendance approved.

Treasurer Report – \$Budget - 10,310.00, spent to date\$ 3419.38, commitments \$4243.38, Available \$2647.24.

Follow-up

- a. Opening Social – Ron Cardon – Went well. Large attendance, Julie’s set up went well. Slide show looked nice and added a nice visual element.
 - b. Staff Appreciation Night at USF – USF sold about 100 tickets. Worth re-doing. Might be better to have more advance notice for the date to have better attendance. **Ron to follow-up with Kami Paul.**
- I. Training Committee Report Sheri B.– Portal training – has a large response will be move to Library 002.
 - II. Professional Development Fund Sheri B. – All of the applicants were awarded funds. Awarded \$7,729. Available Balance \$17,201.
 - III. Legislative Forum and UHESA Day at the legislature
 - a. Date for campus event – bring in state legislature to speak. Linda Liebhardt has coordinated in the past and is willing to do it again this year. Ron said that January might be the best time. Usually done in the theatre in Sharwan Smith Center. Schedule during a convocation hour at noon. **Ron will work on setting this up.**
 - b. UHESA - February 12 is the next mtg. at the capital. Use PLFD or vacation if you would like to attend. Worthwhile to network and touch bases with other schools. Leave at 5:30 -6 a.m. back at 5:30 -6 p.m. **Let Ron know if you can go.**
 - IV. Faculty senate: Steven Irving – Benefits for domestic partners – Non-married couples just living together should they get benefits? University would extend coverage the same as a married couple. One reason to be against it is because of a possible loss of funds from the government. Only other university in Utah that has it is Univ. of Utah. The committee wants to take a look at U of U and how they define it. This change in benefit has only been brought up in faculty senate. Steve asked if staff association

would like to discuss it. Sheri B. mentioned that the insurance committee should be discussing this. She also said that the senate should be speaking with HR about cost. Steve mentioned that the faculty senate's research has shown it would cost an additional .60 cents extra per year per person. Daniel Bishoff noted that it would actually cost about \$10,000 more per person. Single pays more than ½ towards benefits whereas a family is less than ½. Sheri B. said that if faculty senate is pursuing the benefit it should be pursued for staff as well. Staff Association members expressed concern about the definition as to who qualifies. Steve mentioned that the lack of this type of insurance can sway people on whether or not they chose to work here. Expense for insurance is the greatest concern. Steve Irving will take information back to Janet.

V. Benefits

- a. HSA – Conversion of sick leave – Policy 9.10 Section IV. C. 2 a and b - why is converted amount added to sick taken instead of removing it from beginning balance. Sheri B. suggested eligible employees may **elect** to opt in to the automatic conversion. **Ron will put together something to review with David McGuire. Barbara to work w/ Daniel on proposal to move sick leave for staff that meet specific qualifications to HSA.** People on traditional insurance could get a slight cost reduction in premium to reward them.
- b. Parking – Faculty and Staff paying for parking has not been brought up in Presidents Council. When they rewrote the policy they did not include the campus committee. Definition of who will serve and what their responsibilities. **Ron will work with Mindy to follow up on that.**
- c. Tuition Benefit – Possibility of tuition waiver being discontinued has been brought up in Presidents Council. Ron asked that we come up with ideas. Julie asked, Why is this being discussed? – When you look at dollar amount of waivers every time there is an increase in tuition the waiver amount goes up. It's unfair to punish students to give employees and dependents the benefit. U of U doesn't have a tuition benefit. They have an endowment fund that gives out scholarships to staff to pay for tuition. Clarissa said that some universities don't offer graduate degree waiver only undergraduate.
- d. Julie –HDHP/HSA - People that are willing to convert to HSA but because they are past the age limit they couldn't convert. They can't control the premium cost because of their age. Could there be some type of cost reduction? **Sheri B and Julie to take to insurance committee.**
- e. Iron County & HDHP/HSA – spouse is employed w/ Iron County. No incentive to consolidate to one package. Iron County will be giving incentives for employees to drop Iron County and put the entire burden on SUU. Could SUU give an incentive to drop SUU coverage and move totally to iron county? Julie to ask Dorian to have insurance committee to meet to discuss these issues.
- f. URS session for facilities employees and spouses went really well. More sessions on benefits etc. that would include spouses. **Sheri L. to talk to Travis to set something up with the rest of the campus to include spouses.**

VI. Welcome Wagon – We haven't forgotten about it. **Ron, Sheri L., and Barbara to work on putting something together.**

VII. Other

- a. Mindy Benson – Scheduling committee has decided that Fall break will fall on October 14 next year. Sheri B. said that it was decided to coordinate fall break with Iron County. **Mindy to contact Bill Byrnes to reaffirm last year's decision.**

Meeting adjourned at 12:12 p.m.