

[In these minutes: Permanent HBAC Charge and Benefit alternatives]

HEALTH BENEFITS ADVISORY COMMITTEE (HBAC)

MINUTES

THURSDAY, MAY 3, 2001

10:00 - 12:00

510 MORRILL HALL

[These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate or Twin Cities Campus Assembly; none of the comments, conclusions, or actions reported in these minutes represent the view of, nor are they binding on the Senate or Assembly, the Administration, or the Board of Regents.]

PRESENT: Fred Morrison (Chair), Linda Aaker, Susan Brorson, Carol Carrier, Dann Chapman, Marjorie Cowmeadow, Keith Dunder, Kathy Ernst, Robert Fahnhorst, Marie Milsten Fiedler, Bart Finzel, George Green, Joe Jameson, Gailon Roen, Harlan Smith, Anna Sommers, Robert Sonkowsky, Larry Thompson, Barbara Van Drasek, Gavin Watt.

REGRETS: Mary Austin, Pete Benner, Frank Cerra, Amos Deinard, David Hamilton, Christopher Hulla, Ron Kubik, Sue Mauren, Gladys McKenzie, Priscilla Pope, Jason Reed, Pat Urquhart.

1. PERMANENT HBAC CHARGE

Professor Morrison distributed a revised HBAC charge to review. Members then made the following comments:

MISSION AND SCOPE

- References to 'health' should be removed so entire benefits set could be reviewed
- There will be enough for the committee to do with just focusing on health benefits
- Articulate relationship with other long-standing employee groups
- Collaboration between committee and employee groups
- Committee should not act as a gatekeeper on issues

SPECIFIC CHARGES

- Clarify role of committee in relation to RFP and Administrative Working Group (AWG)
- Selected versus designated members to serve on AWG and RFP
- Broad scope for RFP process

MEMBERSHIP

- Unions should only have voting rights on the committee if they waive their rights or are included in the University's plan
- Union agreement will be on a one-year basis
- Committee must remain advisory to avoid violating labor laws
- Simple answer would be to exclude bargaining units

CHAIR

- Is a one-year rotating chair best for the committee?
- Chair should not be a representative of any one group so the chair can take into account the perspectives of all groups
- Chair picked from among members
- Chair elected one year in advance
- Long-term chairmanship might prevent someone from serving
- 2 year chairmanship is adequate
- Chair-elect should serve as vice chair
- Committee should not be tied to an heir apparent

SELECTION

- Coordinate campus representation
 - Employee groups want to elect members directly
 - Process in charge has been compared to the electoral college process
- Professor Morrison said that he would incorporate these changes and e-mail a revised version to the members.

2. BENEFIT ALTERNATIVES

Members noted that more information should be released to them in order to make an informed decision. Professor Morrison said that he would pursue a legal ruling on releasing information to the committee, but bargaining power might be lost if too much information is released. The next RFP should include a 2 tier selection committee so that this problem does not happen again.

Professor Morrison then said that the Regents have scheduled a meeting for Wednesday, May 23 at which time they expect a recommendation from the President on health benefits. Therefore, the HBAC will need to schedule a special meeting before the 23rd to have input into this decision.

The committee then discussed a possible DOER proposal noting that:

- DOER should be invited to explain its health care model
- HBAC should not meet with just DOER and not the other bidders
- DOER needs to submit a written proposal, although this seems unlikely

Professor Morrison said that since bargaining was taking place, future meetings would include just non-bargaining unit members. With no further comments he thanked everyone for attending and adjourned the meeting.

Rebecca Hippert
University Senate