

[In these minutes: Roles of Interim HBAC and Working Group, Time and place of future meetings, Recognition]

HEALTH BENEFITS ADVISORY COMMITTEE (HBAC)

MINUTES

THURSDAY, DECEMBER 21, 2000

10:00 - 12:00

5TH FLOOR, MCNAMARA ALUMNI CENTER

[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, Mary Austin, Allan Baumgarten, Susan Brorson, Carol Carrier, Dann Chapman, Marjorie Cowmeadow, Amos Deinard, Keith Dunder, Robert Fahnhorst, George Green, David Hamilton, Ron Kubik, Dick McGehee, Priscilla Pope, Kathryn Pouliot, Jason Reed, Gailon Roen, Robert Sonkowsky, Larry Thompson, Gavin Watt.

REGRETS: Avner Ben-Ner, Bart Finzel, Bev Hall, Christopher Hulla, Harlan Smith, Anna Sommers.

ABSENT: Sue Mauren.

GUESTS: Barbara Van Drasek.

1. ROLES OF INTERIM HBAC AND WORKING GROUP

Professor Fred Morrison noted that the HBAC will need to be kept continually informed on all the changes that will be made during the next few months. Members will also need to talk with their constituencies regarding all the issues and options that are being considered. To facilitate communication between the HBAC and the administrative working group, Dr. Cerra will start attending HBAC meetings.

Professor Morrison then discussed his concept of the HPTF Final Report, 1 + 4 + 1.

1 - Continue with basic benefits at low or no cost

4 - Biggest issues from the employee survey

- Out of area coverage
- Out of network coverage
- CAM
- Improved mental health benefits

1 - Domestic Partner participation

A committee member noted a concern that HPTF members have three years of experience dealing with this issue compared to the administrative working group members. Employee carry-over between the two groups is important so that knowledge can be shared.

Professor Morrison noted that he would express this concern to the President and Dr. Cerra. He also mentioned that Dick McGehee would still be participating in the working group meetings by phone.

The HBAC then discussed the possibility of forming an executive committee of HBAC to deal with issues as they arise, although this would add another layer for communication.

Q: Will the administrative working group continue to have a relationship with Allen Baumgarten and Buck Consulting?

A: Buck Consulting and Allen Baumgarten will continue to work with the University. Chris Hulla will try to attend all meetings, or connect by phone.

Q: Will the administrative working group be making the decisions?

A: The working group and the HBAC will both serve in advisory roles to the President, who will make the ultimate decision with the Regents.

Q: Are meetings still being held with the state?

A: Meetings will be scheduled twice a month over the next few months to work on issues with the state.

Q: Dick McGehee, Linda Aaker, and Robert Fahnhorst currently serve on the Joint Labor Management Committee (JLMC). Who will serve in Dick's place?

A: Another person will be found to replace Dick McGehee.

Marjorie Cowmeadow provided an update on the domestic partner issue. The strategy had changed to provide for domestic partner benefits through labor contracts rather than at the legislature. Talk of an executive order from the Governor has also been in the news.

2. TIME AND PLACE OF FUTURE MEETINGS

Professor Morrison noted that the HBAC will continue to meet on the first and third Thursdays of the month from 10 - 12. Once any room changes are made, a revised schedule will be e-mailed to all members.

3. RECOGNITION AND BRUNCH

Committee members then thanked Dick McGehee for the devotion and skill that he brought to this difficult issue. The choices that he made were done carefully and with diligence and dedication to all employees. The committee expressed their extreme appreciation for Dick's collegial respect and honesty during his service as chair.

Professor Morrison thanked everyone for attending and adjourned the meeting.

Rebecca Hippert
University Senate