



## **Support Staff Council Minutes Sept. 10, 2009**

MEMBERS PRESENT: Anita Adams, Karen Aue, Toni Bolinger, Patti Bolton, Debbie Brothers, Gloria Erb, Tom Everett, Edy Fitch, Kelly Hall, Nancy Hall, Debbie Kelley, Leslie Krockenberger, David Lofton, Tracy McDaniel, James McKittrick, Gary Neese, Theresa Ortega, Roxanne Torrence, Patsy Weltich, and Debbie Woolard.

ABSENT EXCUSED: Karen Harris, Margaret Pearman, Coni Stanley-Cown, Rebecca Stinnett, and Wilma Turetzky.

ABSENT UNEXCUSED: None.

EX-OFFICIO: Wil Downs

GUESTS: Dr. Steve Lamb, Faculty Senate Chair; Candi Barton and Scott Walden from Human Resources

Meeting called to order at 10:35 a.m.

### **APPROVAL OF MINUTES**

Grammatical corrections noted, N. Hall made motion to approve, Fitch seconded.

### **FACULTY SENATE REPORT**

Dr. Steve Lamb, Faculty Senate Chair made a report. He feels the Faculty Senate felt a “common bond” with the Support Staff Council, as both groups sought to promote our causes with the last administration. He feels that Torrence has made a great effort in staying connected with the Faculty Senate and is glad to be able to communicate with us each month about their activities and issues.

### **STUDENT GOVERNMENT ASSOCIATION REPORT**

Michael Scott was unable to attend.

### **TREASURER’S REPORT**

There was a question about the SSC Scholarship, because there are two different funds. Separate account is a start-up account, the other is the account from where scholarships are actually paid. May 29 was last report from Foundation. (*The Foundation only generates reports quarterly, noted Ortega*).

Krockenberger noted a balance in the Treasury of \$5823.16. The Scholarship Fund shows \$59,469.86.

Report will be filed for audit.

## EXECUTIVE COMMITTEE REPORT

Torrence reported that the Staff Council Committee has met once since last meeting. We have a break right now as we go through current bylaws and make suggested changes. Everyone's changes will be combined into one so we can work from that draft. Next meeting is Tuesday, Sept. 15. The districts are fairly decided as to how they will be divided. The group has asked for a list of EAP members to know for sure who's qualified to be in that group.

Torrence is calling a special meeting about the by-laws that are being drafted. The Executive Committee would like to meet with everybody (if they're not comfortable asking questions during SSC group meeting) in a separate meeting, if they would like. The opportunity is being given. N. Hall felt it was best to keep the questions during the SSC meeting, to keep transparency. Most nodded in agreement. Torrence asked everyone to send emails to her if anything else arose once the meeting was over.

Torrence made it clear that, "If 24 of us can't decide, then there is one person on campus who will decide for us." Torrence suggested that everyone take a look at our current bylaws and see what changes they might propose, as well as looking at other universities who have combined councils and seeing what they have for by-laws. N. Hall asked if they were posted to the website yet. No, they will be when a final draft is ready.

K. Hall asked members to consider the constituency of the new council: how many reps? Officers? K. Hall indicated that we need to add a Parliamentarian to the Executive Committee. In addition, her suggestion is for 30 reps on the new council, she felt we needed more representation. N. Hall wondered if the EAP group were simply letting us do the work and "not being vocal". Ortega addressed the issue by stating that the EAP felt very comfortable with the SSC bylaws and our structure, and felt our foundation was solid. They don't want to make lot of changes to something they feel has worked well to represent us properly. K. Hall felt we would have a lot more to tell everyone at the next SSC meeting, after we've had a chance to go over the suggested bylaw changes.

Everett asked if we might have a separate meeting to go over everything, rather than via email. A separate meeting is what Torrence is suggesting. Torrence and K. Hall stated that once we had those changes preliminarily, then presenting the draft to the SSC would be the time to perhaps have a separate meeting. We hope to have a "first copy draft" after next Tuesday's meeting on Sept. 15.

The Executive Committee met with the Foundation last week, they were starting their "March On" Campaign. They have asked for a SSC member to help co-chair this group. K. Hall will co-chair with Sherri Dailey. K. Hall will report about this effort.

The Executive Committee has a bi-monthly meeting with the President next week, so if you have anything we should present to him, please let us know by Wednesday, Sept. 16.

A lot of events are happening in the next few weeks: University Hall rededication is today, the Library Extravaganza goes on 'til 3 p.m. today as well.

Next Wednesday is the President's Fall Address.

## HUMAN RESOURCE REPORT

Candi Barton gave a report proposing changes in retiree coverage (over age 65). We have over 1100 retirees who are over age 65. Active employees on current health plan is about 1500. About 150 employees are between 59 – 64.

Retirees were sent a letter of explanation, along with a form to let them sign up. The new policy is a TRUE Medicare supplement. An 800# is set up for retirees to call to ask questions, and that seems to be working well. Some highlights:

- Hospitalization and surgery, for instance, has retirees paying nothing. Won't have to worry about networks, all will be 80/20. Anyone who accepts Medicare can be used.
- Drug card program is part of it; Barton understands that all the Terre Haute area pharmacies are included.
- This new plan does have coverage for overseas trips!!
- Delta Dental is attached to the plan. \$53/month/person is the cost. Must be over 65.
- If a spouse is not over 65, they are kept on ISU's current plan, and then can be transferred. An additional \$22/month for enhanced plan for specialty drugs would be assessed for those who would like that type of coverage.
- Candi did a lot of comparisons for this plan and found that it's better than AARP, for instance. Retirees will pay NEBCO directly for their premium. (After 2005 employees are not eligible for the reduced premium, but they would be able to pay the full premium).

This will open the door for our active plan to be looked at. Many companies weren't willing to look at our plan due to the large number of retirees.

Questions from the group were answered.

Scott Walden is trying to implement more informational booths at events to answer questions about dental, wellness, etc.

Highlights:

- Open enrollment happens again in November.
- ISU continues its partnership with Express Health, they still have an office in the HR dept. Whitney Davidson is the rep, they are offering the free health screenings for cholesterol, glucose, height, weight, body mass, blood pressure, etc., plus they also have counseling they do for you on various topics.
- Call X4151 to schedule an appointment with Whitney. You can win a \$500 VISA gift card, and also (5) \$100 gift cards, for taking part in the screenings. (Your spouse can go as well). *Those who did the screenings last year have been entered into the contest.*
- Scott has also started writing a weekly e-letter about benefits (he was writing the HR Newsletter for the past 2 years), called "For Your Benefit". This week he highlights the Wellness Bash at Hulman Center. The e-letter is available online. He will send a global message for about a month until everyone gets used to looking for the e-letter.

Barton stated that an email she received asked about flu shots; HR will help defray \$10 of the cost of each shot for an employee, not sure what the full cost is yet. The H1N1 vaccine isn't available until late November, but rumor is that the government may help to pay for the H1N1 shots, as Barton got a call asking how many employees ISU had.

## COMMITTEE REPORTS

EBC: Wilma Turetzky, Chair (report given by Karen Aue)

Donna Patterson attended their last meeting, the Sick Policy Transfer was discussed. Forms are available online. Spoke of PTO, supposedly tabled at this time but sure it will be revisited.

Health claims are up 30%, so this will dictate how much we pay of course. We will most likely see an increase in January. (Per Barton, the retirees were in the mix of that 30% increase, BUT, 45-54 and 55-64 are the biggest users of benefits. Not sure what our final increase will be yet, Barton is tracking it). Expecting to spend \$22M for this year in claims!! Talked about Mercer project, getting closer with benchmarking and combining positions. System should be less complicated, will then compare to similar institutions. It is not a given that our wages will increase based on this project. They will compare jobs in our market, not Florida or anywhere else.

Election Committee: Nancy Hall, Chair – nothing to report.

Employee Relations: Rebecca Stinnett – unable to attend.

Public Relations: Margaret Pearman, Chair. Fitch gave report in Pearman's absence. PR was able to get Foundation to help pay for picnic, and is working on Homecoming tent plans, along with a Halloween party. Christmas Party is Dec. 16. Door decorating contest information will be coming along as well.

N. Hall added that Tent City will run from 11 a.m. – 3 p.m. (a bit longer than last year). Game starts at 3:30 P.M. (an hour later than usual). D. Woolard indicated that we will have tickets to game available; between 100-150 tickets will be given to us from Athletics.

Scholarship Committee: Toni Bolinger, Chair

The committee is having another meeting next Thursday, as they're getting close to Soup and Sandwich sale. Weltich mentioned that they may have chili, at last meeting it was indicated that they would be unable to prepare that.

Next meeting is October 8, 2009.

Meeting adjourned at 12:10PM.