

UW System Fringe Benefits Advisory Committee Meeting

June 11, 2013 Minutes

Agenda Item	Discussion
Review of April 26, 2013 Minutes	Approved
<p>Updates</p> <ul style="list-style-type: none"> • University Personnel System • Website • Budget Updates <ul style="list-style-type: none"> • Rehired Annuitant • Tobacco Use Surcharge • LGBT Issues Raised by UW-Milw Chancellor's Task Force 	<ul style="list-style-type: none"> • Jason Beier provided an update on the status of the UPS project. The legislature took action to delay the implementation of UPS until July 1, 2015. Work will continue to maintain momentum. Unanswered questions remain about whether some procedures can still be implemented now. • OHRWD's new website is expected to be up by fall. • New legislation has been introduced to require a 75-day break in service for rehired annuitants. If they are expected to work at least 2/3 of FTE for one year, they must stop their annuity and go under the WRS. • Work continues on the implementation of the tobacco use surcharge. • Of the issues raised by the UW-Milw Chancellor's Task Force on LGBT Issues, there is little that the UWS or FBAC can take action on. We can investigate eliminating the requirement that a UWS Domestic Partner affidavit must be notarized, but have no ability to change this requirement for the ETF DP Affidavit, which is more commonly used.
<p>Benefit Changes for 2014</p> <ul style="list-style-type: none"> • UIA • Individual and Family Life • Uniform Dental 	<ul style="list-style-type: none"> • UIA eligibility will be reviewed annually. If the employee loses eligibility, continuation will be offered only when employee is retiring. • I&F coverage limits are increasing for 2014. • All health plans offering dental benefits (all plans but Standard Plan and SMP) must offer the same level of dental coverage.
Aflac: Offering of Accident Plan	An AFLAC accident only plan will be available for offering this fall for a 1/1/14 effective. Pays set amounts for medical services relating to an accident. Premiums significantly lower than what is offered to individuals and other groups. Enrollment via AFLAC system. HRS considerations. Decision on whether to offer will be made by end of June.
Bright Horizons Resolution Status Legacy Update Resolution Status	<ul style="list-style-type: none"> • Beth Ritchie is meeting with the systemwide childcare professionals in July for their feedback and concerns about offering Bright Horizons. • How should we proceed with Legacy offering?

<p>Review of committee appointment process</p> <ul style="list-style-type: none"> • Draft process • Draft application • Chart of Institutional Participation 	<p>Three members are needed for the FBAC as of August. A draft process and application were reviewed and discussed but not finalized. Looking at institutional participation on the FBAC, Colleges, River Falls, LaCrosse and Parkside should be targeted for representation as they have not had a rep on the FBAC for some time.</p>
<p>New Business</p> <ul style="list-style-type: none"> • Creditable service lost under QDRO cannot be purchased 	<p>Mary Kay wanted to discuss this issue as it was raised by an employee. This is statutory limitation under Wis. Stat. § 40.08 (1m)(d).</p>