UNIVERSITY of ALASKA

Staff Alliance

Staff Health Care Committee

Thursday, April 19th

Attendees:

Melodee Monson Chair, Carolyn Simmons, Catherine Williams, Constance Dennis, Elizabeth Williams, Juella Sparks, Linda Hall, Lisa Sporleder, Mae Delcastillo (alt), Maria Russell (alt), Mary Sue Dates (alt)

Meeting notes:

Catherine Williams and Carolyn Simmons, took notes and will provide copies to the SHCC committee. Melodee Monson requested a committee member volunteer to take notes, provide them to her for review before distribution to committee.

SHCC Charter/membership

Committee reviewed the membership portion of the UA Staff Health Care Committee Purpose and Membership Criteria to ensure we are meeting the requirements.

- a. Section 5.b.ii: A minimum of two SHOC members must also serve on the Staff Alliance. Each MAU is encouraged to have a Staff Alliance member on the SHOC.
 - a. SHCC Members on Staff Alliance
 - i. Gwenna Richardson
 - ii. Melodee Monson
 - iii. Mae Delcastillo
 - iv. Monique Musick (alt)
- b. Section 5.c.ii: JHCC (Joint Health Care Committee) voting representatives also have full rights as voting members on the SHCC.
 - a. SHCC Members voting members on JHCC
 - i. Melodee Monson
 - ii. Lisa Sporleder
 - iii. Constance Dennis (alt)
 - iv. Monique Musick

Upon reviewing the above sections Staff Health is in compliance with the criteria.

Melodee stated that the JHCC will be meeting the week of April 23, 2012.

Tobacco Policy

Mary Sue provided an update on Chancellor Rogers stance on the statement in March 29th meeting that he was in favor of the surcharge. Chancellor Rogers stated at the UAF Staff Council meeting held Wednesday, April 18th that he is in favor of a tobacco surcharge on UAF new hires not current employees.

In March the committee members were charged with getting feedback from staff and others about incentives for those who use tobacco products.

General feedback on tobacco policy:

- a. Unfair to provide incentives to those who use tobacco products when others who are living and making healthier lifestyle choices receive nothing
- b. Links on the website for resources could be included in the Enrollment Packets
- c. Provide counseling, support groups: such as the WIN program or Weight Watchers
- d. Support the use of Alaska Tobacco Quit hotline, even during work hours
- e.

- c. There will be members from JHCC on the committee to provide insight
- d. Goal is to be intense, focus and disbanded once it has accomplished the purpose for which it is created and to be established by end of April 2012 and disbanded after report is provided to UA governance and the Board of Regents.
- e. Meet May through July for recommendations to the FY14 plan
- f. Focus on 4 types of information
 - i. National trends
 - ii. Large employer trends
 - iii. State systems
 - iv. Demographics of UA employees

Committee discussion about current health care, task force, and list of topics the committee would like the task force to review:

- a. Ourrent vendor contracts are up for review and renewal. Decision to change, adjust, or go with current plan are due by December 2012.
- b. Staff support will need to be in place through the process
- c. Needs to be financial support for face to face meetings
- d. Lockton Consultants to answer to task force. Administration should not be able to filter information provided by Lockton.
- e. Administration should have no more power on the task force than any other group
- f. Administration should be encouraged not to sign anything until recommendations have been reviewed and discussed
- g. Membership on the task force:
 - a. Need to be careful of having someone on the committee that has a strong opinion focused on one path
 - b. President Gamble is open to hearing recommendations for task force members
 - c. Research various places for information
 - d. Willing to be open-minded in the pursuit of information
- h. SHOC is looking at this as seeking a solution not studying the problem
 - a. Lists for the task force:

i.