COMMITTEE: Faculty Welfare

MEETING DATE: 12 January 1995

PERSON PRESIDING: Donald Guy, Chair

ACTIONS OF MEETING

The minutes of the previous meeting were approved.

Dr. Don Guy was elected chair of the Committee. The vice-chair will be elected at the next meeting.

Kitty M. McCulom, Assistant Vice-President -Finance and University Benefits Officer for the General Administration spoke to the committee. She hopes that all campuses will choose a supplemental disability plan. Concerning the new dental plan: why not on a tax-deferred basis? The Board of Governors must approve a flexible benefits plan. The opinion of the Attorney General was that the plan had to be offered state-wide (to all state employees). Non-discrimination testing is also necessary. A state-wide dental insurance plan, life insurance plan, accidental death and dismemberment, supplemental disability, continuing dependent care and an added health care account are all under consideration. There are about 100,000 employees state-wide. Insurance committees were discussed (called the Employee/Staff Benefits Committee at ECU).

It was asked how many faculty are aware that supplemental disability is available to employees on the optional retirement plan. It is important for employees to understand what a flexible benefits plan is. The target date for implementing a flexible benefits plan is January 1996. We may be hearing about open enrollment as early as November 1995.

It would cost 32% more to have an employee and spouse health insurance plan rather than an employee/family plan. McCulom's office is also working on the question of health insurance coverage during leaves of absence. In that respect, the wait for pre-existing conditions applies.

McCulom spoke to the necessity of increasing employer contribution to benefits. Guy raised the UNC's inability to compete with some other state institutions in recruiting. Moving to pre-tax benefits is highly desirable.

McMillan asked about retirement. McCulom said that they are looking at adding another carrier. TIAA-CREFF has worked with the UNC system since 1972; Lincoln and Valic since 1982.

Under Old Business, relative to the question off marshals, the only change was that the senior faculty who was available and willing would be the mace-bearer.

Guy introduced the memorandum of 12 January 1995 from Tricia Anderson regarding a proposed university weapons policy. This policy is also being looked at by the Student Government Association. The Faculty Welfare Committee will be able to make a recommendation to the Faculty Senate if it wishes.

The meeting was adjourned at 4:30.

Respectfully submitted,

Stephen V. Dock
Secretary