

U N I V E R S I T Y *of* A L A S K A

Staff Alliance

Staff Health Care Committee

12/18/12

Meeting Notes by Ivan Leibbrandt

Attendees:

- Melodee Monson, chair
- Elizabeth Williams
- Connie Dennis
- Linda Hall
- Gary Newman
- Deb Coxon
- Ivan Leibbrandt
- Erika Van Flein – ex officio
- Donald Smith – ex officio
- David Hinckley (Lockton) – ex-officio

The meeting was called to order by Melodee Monson, chair

A. Agenda approved

B. November 27, 2012 SHCC meeting notes approved.

C. Melodee noted highlights from two JHCC meetings, November 29 and December 13-14.

November 29: JHCC reviewed the 1st quarter utilization report which showed that large claims are higher than last year and that specialty drugs are increasingly a larger share of pharmacy plan costs. There was discussion on migration to other, lower cost plans within UA Choice and how that would affect the overall cost to each employee. There was discussion on how to re-integrate Opt-Outs back into the plans, if this is indeed what the administration decides after the Healthcare Open Forums in January. Also discussed was medical tourism, both national and international.

Pay or Play: The Affordable Care Act will require the University to re-examine the plans offered in light of Healthcare Exchanges, subsidies, penalties, and other changes found within the Act. The University is not planning to discontinue coverage and to have employees join an Exchange because it would be very detrimental to employees.

Exchanges would most likely be expensive and may not include many benefits, e.g. dental.

December 13 – 14: JHCC attended presentations by Premera on the 13th and held their December meeting on the 14th. Premera is implementing Domestic Medical Travel Benefits beginning January 1, 2013. The University may take advantage of this for our current health plan. Companies such as Satori offer International Medical Travel Benefits and do not require money up front, but rather when the plan is utilized. The University is still in the process of choosing a Medical “Tourism” company. Premera.com also offers a basic cost comparison for end users on their web portal. During the JHCC meeting on the 14th, the impacts of the motions passed in October were discussed. The President will wait for the Healthcare Open Forums before giving a final opinion regarding the healthcare motions put forth by the JHCC.

- D. **Plan Naming:** A motion was made to name the plans, 750, 1250 (formerly known as HDHP), and HDHP + HSA. The motion unanimously passed. Regarding the HSA plan, employees will be responsible to verify that they are eligible to contribute to an HSA.
- E. **Vision Plan:** An RFP was sent out for vision insurance and two vendors responded. VSP was re-selected to be the vision insurance provider. The University is currently on the “Signature Plan” and that plan was offered at a reduced cost of \$11.55/month per employee (currently \$12.16). An option was given to change to the “Choice Plan” at a cost of \$10.24/month per employee, but with decreased in-network providers and less discount for glasses add-ons. A motion was made to recommend that the University to stay on the “Signature Plan.” The motion unanimously passed.
- F. **Healthcare Open Forums:** There will be a Town Hall, or Healthcare Open Forum, at each of the major MAUs regarding the possible changes to the UA Choice health plan. January 17 will be in Fairbanks, January 18 will be in Anchorage and January 23 will be in Juneau. There is plan to have more than one meeting at each location, with the option for remote campus involvement through video/audio conference. Feedback has been received regarding the motions from the JHCC. Donald Smith asked SHCC to remind people to look at the Statewide Voice to understand the motions more fully (<http://www.alaska.edu/voice/2012/nov-2012/system-news/health-care/benefits-update/>). Donald is hoping to hear during the Healthcare Open Forums from some of the 90% of employees that have not opted out.
- G. The UA Staff Alliance blogsite was referenced. There had been some comments from employees regarding the JHCC motions/recommendations.
- H. Next meetings. The next SHCC meeting January 22, 2013 and will be video conferenced: Butrovich 212B (add other rooms for locations and audio in case someone can't be in a video conference room).