

Faculty Welfare Committee Minutes
February 18, 2011, 3:18 pm

Present: Terry Downs, John Kulig, Anne Lebreche (Chair), Nick Sevigney, Sheryl Shirley, and Daniel Lee (scribe)

Mark Fischler (excused)

I. Update on SPPC meeting on Feb 18

- A. Terry Downs reported on the SPCC meeting.
 - 1. The System hopes to cut 9 million in employee benefits by:
 - Reducing retirement plan contributions by \$1.8,
 - Switching to self-funded plans,
 - Eliminating a \$500 employer contribution to employee health reimbursement accounts, and
 - Increasing co-pays, deductibles, and/or employee contributions.
 - 2. While the amount of cuts is set, faculty may have some latitude in deciding which part of the benefits can be cut.
 - a. Terry brought a document titled, "Medical Plan Savings Considerations" showing various ways employee benefits can be cut.
- B. According to the Union Leader, benefits cuts for nonunion employees are already a done-deal before a negotiation even started between the unions at UNH and Keene and the USNH. The article on the Union Leader (February 18) reported:
 - 1. The Board of Trustees "approved a slate of benefits cuts for nonunion employees..."

II. Proposal to send petition urging President Sara Jane to "try and convince the Board of Trustees to delay the implementation of benefit reductions on Plymouth State University employees until after contract negotiations with the unionized employees have been concluded."

ACTION: After the FWC revises the petition, Anne will send the letter to Sara Jane on Sunday. On the following Monday, FWC members will start collecting signatures on the petition. Each member is assigned with a building or two – Daniel with 1st and 2nd floor of Hyde; John with 3rd and 4th floor of Hyde; Terry with Silver Center; Anne with Boyd; Sheryl with Rounds; and Nick with Draper and Maynard.

III. Switch to self-funded plans

- A. Faculty should seek expertise in the area of health insurance.
- B. FWC moved to establish a subcommittee on healthcare.
- C. Anne and Sheryl volunteered to serve on the subcommittee.

ACTION: FWC will announce the establishment of the subcommittee on healthcare in the March 2 faculty meeting. FWC members will recruit healthcare experts as an advisor to faculty.

IV. Salary and Compensation

- A. FWC agreed that the entire document set from Julie should be made available to Faculty.

ACTION: Daniel will scan and email the entire reports to FWC members.

V. Tuition Benefits

- A. It was discussed whether Daniel's reports on Tuition Benefits should be presented to the administration at this time.

ACTION: FWC will present these reports to Julie on February 21 meeting.

The meeting was adjourned at 5:00.

Submitted by Daniel Lee