

University of Maine System
Board of Trustees
at the University of Maine System

October 20, 2015

Human Resources & Labor Relations Committee

Present: Committee Members: Marjorie Medd, Chair (at USM); Sam Collins (at UMFK), James Erwin (at USM), Norman Fournier (at UMFK), Gregory Johnson (by phone), Shawn Moody (at USM) and Bonnie Newsom. **Staff:** Tracy Bigney (at UM), Lynda Dec, John Grover, and Vendean Vafiades.

Committee Member Absent: None.

Trustee Medd called the meeting to order.

Update on Human Resources Healthcare Plan Negotiations and Plan Changes. Ms. Lynda Dec, Chief Human Resources Office explained that the Employee Health Plan Task Force (EHPTF) worked to develop a toolbox of healthcare options to be introduced at healthcare plan negotiations. Negotiations were conducted and agreements were reached with AFUM, UMPSA, COLT, and Police units. The changes are as follows:

- The introduction of an IRS qualified High Deductible Health Plan (HDHP). A HDHP was offered to PATFA/Police unit members as well as non-represented hourly and salaried employees in calendar year 2015. It has been redesigned and is now available to all other represented UMS employees (**except Service & Maintenance**).
- Contributions to Healthcare Savings Account (HSA) – an employee-owned bank account where employees may set aside tax-free money for out of pocket, qualified healthcare expenses (deductibles, copays, coinsurance, etc.). Anyone who elects the HDHP plan will receive a UMS contribution to a HSA account. This money is 100% owned by the employee to help cover health plan expenses that the employee may incur – now, or in the future.
- A new vision plan carrier offering a broad, national network. The change will decrease employee premiums by approximately 10%.
- Introduction of telemedicine which allows employees to connect with medical professionals 24/7/365 to quickly diagnose, treat, and prescribe medications for common illnesses and injuries. The cost to University of Maine System and employees is less than typical urgent care or primary care physician charges.
- Introduction of the Best Doctors Program. It is a fully voluntary program providing an array of free health advocacy services to employees, families, and parents. Designed to help those who are struggling with a new, on-going, or rare condition, wanting assistance selecting “Centers of Excellence”, or are concerned with their diagnosis or treatment plan. Individuals can have their case reviewed by the top physicians in the world at no cost. There is a special feature of the program called “Treatment Decision Support (TDS)”, and employees can receive an incentive for using the program.
- The CIGNA Passive Health Plan will be cancelled effective January 1, 2016 due to low enrollment - employees in this plan will automatically be moved to the CIGNA Copay plan, unless they elect to enroll in the HDHP. A 10% or greater premium savings will be realized

by our employees with no impact on coverage.

- AFUM/UMPSA/COLT/PATFA/Police/Non-represented hourly and salaried employees will be subject to an outpatient surgery copay.
- AFUM members will have in-patient hospital copays that match other bargaining groups and non-represented employees.

FY16 & FY17 Compensation and Benefits Changes for Non-Represented Employees – Correction to 9/20-21/15 Agenda Item Summary Sheet for the Board of Trustees Meeting. Ms.

Dec stated the following is to correct an error on the Agenda Item Summary Sheet that was submitted and approved by the Board of Trustees at the 9/21/2015 meeting.

Non-represented Hourly Employees - initial Agenda item

- Effective July 1, 2015, employees who were employed as of June 30, 2015, shall receive a one-time non-base payment of \$750.
- Effective July 1, 2015, the non-represented employee wage schedule shall be increased by 2%.

Correction to read:

- Effective July 1, 2015, employees who were employed as of June 30, 2015, shall receive a one-time non-base payment of \$750.
- Effective July 1, 2016, the non-represented employee wage schedule shall be increased by 2%.

On a motion by Trustee Erwin, which was seconded by Trustee Moody, the Human Resources and Labor Relations Committee agreed to forward this item to the Consent Agenda at the November 15-16, 2015 Board of Trustees meeting for approval of the following resolution:

That the Board of Trustees approves the correction to the Non-Represented compensation and benefit changes for FY16 and FY17 as presented.

Executive Session

On a motion by Trustee Newsom, which was seconded by Trustee Erwin, the Human Resources and Labor Relations Committee agreed to go into Executive Session under provision of 1 MRSA Section 405 6-D to discuss planning for negotiations and communications with AFUM, UMPSA, ACSUM, Police, PATFA, and Service and Maintenance Units.

On a motion by Trustee Moody, which was seconded by Trustee Fournier, the Human Resources and Labor Relations Committee concluded the Executive Session.

Adjournment.

Ellen Doughty for
Tracy B. Bigney, Clerk of the Board