

UGARA COUNCIL MEETING MINUTES

Wray Nicholson House Conference Room

Monday, September 14, 2015

10:00 – 11:00 a.m.

Present: Ibigbolade Simon Aderibigbe, Tommy Altman, Lindsey Copus, Mark Eason, Freda Scott Giles, Sharron Hannon, Travis Jackson, Marcus Jennings, Ed Kanemasu, Tom Lauth (presiding), Sharron Thompson, and Brahm Verma.

The meeting was called to order by President Tom Lauth who thanked everyone who attended the special meeting August 10.

Approval of Minutes

The minutes from the August 10 meeting were approved following a motion by Altman and a second by Kanemasu. Because there was no quorum at the August meeting, the minutes of May 11 meeting were not previously approved. Following a motion by Altman and a second by Freda Scott Giles, the May minutes were approved.

Committee Reports

- **Treasurer's Report.** The current balance is \$15,183.61. A full report is attached. Following the report, there was a brief discussion about these funds. These funds are a carryover from a time when UGARA collected dues. Future Council members will need to be aware that there are no additional funds coming into this account and may have to think about a source of additional funds. Currently these funds are being expended at such a slow rate that this is not an immediate concern.

Old Business

- **Report on Lauth meeting with Marion Fedrick** (USG Vice Chancellor for Human Resources), August 10, 2015. Prior to our August meeting, Fedrick contacted Lauth requesting a special meeting with him. The Chancellor had recommended that she talk to Lauth before her PowerPoint presentation later that same week to the Board of Regents concerning health care programs for USG retirees. Lauth reviewed the slides one by one and made a few suggestions. Lauth felt that the meeting was both positive and beneficial as it gave him the opportunity to remind Fedrick of some things that should be part of their presentation during the larger group meetings with retirees throughout the system. Most all of the suggestions to Fedrick were about her presentation to UGA retirees at the membership meetings rather than the Board of Regents meeting.
- **Report from Brahm Verna UGA Representative to USG Retirees Council.** Verma, the UGA representative on the USG Retirees Council, is actively involved with the group, and has taken on the task of chairing a communication committee for this council. He has attended several meetings, one in Macon and several others via teleconference over the past few months. All of those meetings have been about identifying things that need to be done for retirees and trying to make sure that the information is distributed in a timely manner and is not confusing. This USG Council will meet again tomorrow (September 15). There will also be a meeting on October 23 in which Lauth will attend electronically in place of Verma, who will be traveling.

The USG Council has proposed three items:

- (1) A ListServe that is completely accurate.

A concern exists about the ability of the USG to keep an accurate ListServe of all USG retirees. Currently this list is kept at the system level. However, because of the magnitude of this task and the importance of keeping this list accurate, concerns have been voiced that it might be necessary

to delegate this responsibility to the institution level and then that information be made available to the system level.

(2) Retiree Information at the Institution Level

A major issue involves how to communicate information to retirees. The USG Retirees Council recommends that the USG system level should provide direction to institutions as to how and what retiree information should be placed on their institutional web-site. A related issue to this is how to communicate to retirees that this information is available on each institution's web-site.

(3) USG Retirees Council at the Institution Level

The USG has created a USG Retirees Council at the system level. A question has been raised as to whether or not institutions should also have their own retiree councils that are parallel to faculty and staff councils. The comment was made by Lauth that the current UGARA body might not continue to exist if item #3 is implemented, but that would be a decision for the University of Georgia down the road.

New Business

- 2015-16 Committee Chair Appointments. Marcus Eason has agreed to chair the Benefits Committee and will work with Travis Jackson. Freda Scott Giles and Tommy Altman will co-chair the New Retiree Reception committee and will work with Lindsay Copus. The reception for new retirees will be held May 5. Sharron Hannon will continue to chair the Communications Committee.
- Request for UGARA meeting with interested UGA retirees. Jim Day, who represents a smaller group of retirees, contacted Lauth and requested a meeting with the UGARA Council. The purpose of this meeting would be to integrate other retirees so that concerns could be discussed particularly in regard to what might be done in the future with regard to Board of Regents and the long-term integrity of health plans for retirees. The structure and consideration of such a meeting was brought to the floor of the UGARA Council for discussion. Alternatives included meeting with a smaller group of retirees that Day is representing or to host a broader based-forum of retirees. Lauth proposed a meeting with Day and a small group of retirees he might wish to bring with him as the Wray-Nicholson House conference room is limited in size. Eason proposed having Day come talk to Council and bring concerns and suggestions as to how to address those concerns. Scott Giles suggested having this meeting in conjunction with our next regularly scheduled meeting.. Hannon suggested that in order to have a more productive meeting the group's questions and concerns should be submitted in writing to the UGARA Council prior to a meeting such that this group would have time to think about these issues prior to the meeting. Verma proposed that the meeting be held the day of the Council's next regularly scheduled meeting and that the special meeting be held immediately prior to our meeting such that the Council could discuss any issues or concerns later at our meeting. Lauth said he would go back to Day and tell him we would be happy to host a small group of people for a conversational meeting, but are declining to host a mass membership meeting at this time. Lauth also indicated that he would request a list of their issues and concerns prior to the meeting. Lauth will be traveling during the October meeting and will participate electronically

Aside from the request for the meeting above, Lauth also noted that he had received two phone calls from elderly retirees from Medical College of Georgia. Informational meetings concerning the new health insurance plan for USG retirees had not yet taken place at this institution prior to these phone calls. One asked if Lauth would come to Washington, GA to talk to them about the potential for UGA retirees joining forces with them to take joint legal action against the University system. Lauth declined stating he was not willing to do that. The two retirees indicated they would be willing to wait until their information meetings were held before proceeding.

- Update on UGA HR plans for retiree health insurance information center. Jackson reported that the feedback received from the information sessions went well and there has been little negative feedback. The new information center for retirees is opening at the vacant Arrow Exterminating Building near Panera Bread on September 28. Furniture arrival and wiring for IT support will begin very soon. Phone calls will come into main Human Resources number on campus and calls will be transferred to the information center. The center wants to be able to educate the caller on what type of plan they currently have. While the center employees will not be able to enroll retirees, they can explain things like the difference between Medicare Advantage and Medigap plans. (Our current UGA plan is more like a Medigap plan). Eight retirees have been rehired to help out at the center and there will be a regular full-time UGA HR person in the office at all times. There will also be an Aon Hewitt advisor on-site there for the first two weeks. There will be a UGA News Service press release with photograph and also post card with map and basic information mailed to retirees prior to the opening of the center. Sharron Hannon will work with Becky Lane on this news release.
- Update on retiree health enrollment process. Roughly 19,000 enrollment information packets are being mailed and are going out in waves to Medicare-eligible employees staggered over about 10 business days. Phone calls that are coming in to Human Resources at this time are from those who are not comfortable using the computer. If not comfortable with computers, individual retirees can go into that phone call with Aon Hewitt with only basic information of doctors and current drugs and the Aon Hewitt representative will be able to get that individual to where they need to be by walking the individual through the process. Scott Giles expressed concern about what questions should be asked and stated that even if narrowed down to three potential plans, the decision is daunting. Verma suggested that the information center have a list of questions that are critical that some people might not think to ask.
- Consideration of speaker for New Retirees Reception (May 5, 2016). A request was made to determine an appropriate speaker for the New Retirees Reception in May. A speaker needs to be identified and invited in the next few months. Possible topic areas might be: (a) what is the Human Resources Department is doing for retirees, or (b) someone not necessarily University-related. Past speaker topics have covered a fairly broad spectrum of topics including: OLLI, declining state government appropriations, medical partnership with UGA and, most recently, the presentation by the University System Chancellor.
- November 9 meeting (Special Time). Sharron Hannon noted there is a special speaker at the University Special Collections Library the morning of our November meeting and requested that we meet at 9:00 a.m. rather than 10. The council agreed to this one-time change. This council does not meet in December. The January meeting will be held at the regularly scheduled time of 10:00 a.m.

Next Meeting: October 12, 2015. Our next meeting will begin at 9:00 a.m. for a special meeting with Jim Day and a small group of interested retirees followed by a regular Council meeting at 10:00 a.m.

Adjournment

Respectfully submitted,

Sharron C. Thompson, Secretary

UGARA Treasurer's Report
September 14, 2015

The UGARA balance at the May 2015 meeting was \$15,301.61. Since that meeting, two invoices to Athena Web Development have been paid (#38 and #39) for \$91.20 and \$26.80. The September 11, 2015 UGARA balance of \$15,183.61 does not reflect two recent invoices that have not yet been paid.