Labor-Management Council Minutes

Meeting Date: May 2, 2017

Cochran Room, Kilcawley Center

**In Attendance:** Dr. Martin Abraham, Provost and Vice President, Academic Affairs and Council Co-Chair; Allan Boggs, Director, Labor Relations; Dr. Mary Lou DiPillo (Faculty Relations); Attorney Holly Jacobs, Vice President and General Counsel; Ms. Jacci Johnson, Vice President of APAS; Mr. Neal McNally, Vice President, Finance and Business Operations; Ms. Marcie Patton, Manager of Compensation Benefits; Mr. Kevin Reynolds, Chief Human Resources Officer; Dr. Stephanie Smith (Director, Faculty Relations); Dr. AJ Sumell, Vice President, YSU-OEA; Shawn Varso, YSU Chief of Police; and Ms. Brittany Bowyer, Office of VP for Finance and Business Operations.

**Check-in and Announcements:**

**APAS Scholarship** – Ms. Johnson told the council that the Association of Professional/Administrative Staff (APAS) had created a student scholarship endowed through the YSU Foundation. APAS is currently $3,500 short of their goal, so to raise funds they are raffling off a donated Gasser block ‘Y’ logo office chair. She said there are 500 raffle tickets total and each ticket is $10. The winner was to be selected during the week of May 8, but has been pushed back a week to hopefully sell the remaining tickets. Dr. DiPillo asked what the requirements are for the new scholarship. Ms. Johnson answered that the applicant must be a current YSU student with a 2.8 GPA, in any major with a parent employed at the university in any bargaining unit. She then added that a $500 scholarship was awarded to a student for this spring semester.

**Food Pantry** – Dr. Sumell said a $5,000 award was granted through the National Education Association (NEA) for the student food pantry. The group will be purchasing a new refrigerator and freezer, so they can offer students perishable items. They are currently looking for a space on campus to put the units.

**Alternative PPO Plan Survey** – Mr. Boggs mentioned that a recent survey was emailed to all employees from HR regarding the possible offering of an alternative PPO plan. The survey was developed in cooperation with a recommendation made by a member of the Health Care Advisory Committee (HCAC). He said that the survey was to be completed after watching a 15-20 minute voice over video narrated by Dave Barchet from Findley Davies, the YSU benefit consultant. The video briefly explains how the coverage is the same as the current PPO plan, and includes the same out of pocket maximums, but has a roughly 12% lower premium due to higher overall deductibles and co-pays.

Mr. Boggs said that YSU only has one health care plan compared to Akron, Kent and Cleveland state universities, who have multiple plans. The multiple plans are due in part to address the network access issues offered by various providers (hospitals). He also stated that half of the state universities now have a high deductible plan.

Mr. Boggs added that the IUC does a lot of behind the scenes work on health care costs and compares plans between the state universities. YSU is positioned well to offer another alternative plan, if we choose to. An alternate plan would not cause higher rates for one plan verses another. Ms. Johnson asked if our plan is working. Mr. Reynolds said yes, because we are self-insured and the overall health plan design is sustainable.

Mr. Boggs stated 162 participants had completed the survey as of the LMC meeting date, with the survey ending on May 3. If the feedback is positive to offer an alternative PPO plan then it could be offered to interested employees as soon a January 1, 2018. Mr. Reynolds said the previous 2010 health care plan we had needed changed as it was overly utilized and our current plan is sustainable to the point that there were a 5.5% caps on increases to medical and prescriptions in the last two years of the agreements. He also mentioned that at an HCAC meeting a topic about offering more coverage at a lower premium was brought up. He responded by saying it was not possible, unless the network being used is very narrow, narrower than our current plan network. Ms. Patton added that she and Wellness Coordinator, Carrie Clyde, are working to schedule a basic terminology session with a Findley Davies representative to come and talk to YSU employees, so they can better understand their health care.

**Budget Update** – Dr. Sumell asked if there were any budget updates to share with the council. Mr. McNally stated that the House Finance Committee, which recently passed the state budget bill (H.B. 49) for FY 2018 and FY 2019, removed the 1% increase in SSI funding that the Governor had initially proposed in his executive budget. Instead, the House version of H.B. 49 calls for flat SSI funding levels. He said our revenue is greatly dependent on enrollment and noted that Mr. Gary Swegan, AVP for Enrollment Planning & Management, had indicated fall 2017 enrollment may be lower than originally projected as a result of a large increase in the number of student graduating this spring 2017. Updated enrollment estimates are expected later this month. Mr. McNally mentioned that H.B. 49, would soon head to the Senate for consideration and might be amended to give higher education some flexibility with tuition, so he is waiting for the outcome, but there is a chance that the Governor could alter the legislation through his ability to exercise line-item veto. Dr. Abraham thought the bill would have to clearly state a limitation on tuition and could only be vetoed if it was stated as a restriction and tuition is capped at 0%. Mr. McNally said that depending on how the budget language is written, the Governor could impact our ability to raise tuition through his line-item veto authority. [Example: “Universities may not increase tuition and fees by more than 2%” verses “Universities may not increase tuition and fees ~~by more than 2%~~.”] Mr. McNally said the House has exempted some ancillary student fees, but that increases in such fees would not significantly impact revenue for YSU.

Lastly he mentioned the topic of textbooks, stating that the House version of H.B. 49 would require universities to develop plans to address textbook affordability. This is a significant departure from the Governor’s proposal, which would have required universities to absorb much of the cost of textbooks. Dr. Sumell then asked about YSU’s fiscal rating, stating he read an article that YSU was currently at 3.1. Mr. McNally said that was incorrect and the article could have used old data, stating we are currently at a score of 3.5 on a scale of 0-5. He said a difference in funds from $10 million to $1 could change the score up or down, since the Senate Bill 6 ratio analysis uses a sliding scale to assign scores. There was some discussion of the article mentioning the fiscal crisis at Wright State and the University of Akron. Dr. Abraham said compared to other in-state and out-of-state universities we (YSU) are in better shape and that although we may have some fiscal difficulties, they can be managed and we are in a good position.

**Meeting Topics:**

**Prior notification of problems or issues before LMC meeting** – Atty. Jacobs wanted to bring up and address to the council that any problems or issues a council member is aware of and would like to discuss at the next council meeting, should be brought to the council’s attention in advance, to have the appropriate campus representative at the meeting to help address the concerns accordingly. She mentioned the scenario at the January council meeting where health care issues were brought up. The concerns brought up at the meeting could not adequately be addressed, because the only HR representative at the meeting was Ms. Jennifer Lewis, who was not over the area of employee benefits. Atty. Jacobs would like to have answers to questions, instead of things being left unanswered. Mr. Reynolds indicated Ms. Lewis did follow-up with Marcie Patton, Manager of Compensation Benefits, to go over the issues, and Ms. Patton was already aware of a few issues and has since addressed them.

**Follow-up on Medical Mutual Issues** – Ms. Patton was asked to attend this council meeting to address the health care issues that arose from the January council meeting. She stated the first issue with the spouse or domestic partner being removed from the employees Express Scripts plan, was due to a data issue and not a policy change. The removal happened in June and December of last year, where data processed from Human Resources was transmitted to Medical Mutual of Ohio (MMO) then to Express Scripts, but encountered a glitch in the system software at Express Scripts. The issue has been resolved and those individuals have been put back on in the system.

The second issue about the faculty member having their plan changed from a single to family plan was a simple case of misunderstanding. Ms. Patton said when she spoke to the faculty member who had concerns about her plan they were in regards to the MMO bar graphs printed on their statements for individual and family health care usage. Ms. Patton assured the faculty member nothing had changed on their plan, but that MMO uses the bar graphs on all of their statements to show what is being used for both the individual and family plans.

The last issue regarding flex save accounts was due to issues with MMO doing a data system transition. MMO had changed their benefits platform, claims weren’t rolling over and other issues were being caused by the transition. MMO had a group of people working seven days a week to figure out the problem and fix it. As of March the claims are on a 3-5 day processing time. Ms. Patton said since MMO fixed the problem, she hasn’t received any calls in about three weeks with anyone having problems, but stated that if someone does have a problem to contact her.

**Youngstown Excellence Steering (YES) Committee Update** –Dr. Abraham gave an update on the recent shared governance survey the YSU Excellence Steering (YES) committee sent out. Since forming, the committee has met about every three weeks and last month they created this shared governance survey using a template from the University of Louisiana at Monroe and revised it to be used at YSU. Dr. Sumell asked who the survey was sent to. Dr. Abraham replied by saying the survey was emailed to all students, faculty and staff at the beginning of April and as of last week 50 responses have been received and the survey closes May 15. Ms. Johnson asked if a reminder email could be sent out to possibly increase the number of responses before the closing date. Dr. Abraham said this would be done and continued to say once the survey closes, the Office of Assessment would be sifting through the responses and share the data with the YES committee to discuss at a meeting sometime in June. Once the committee meets then the results would be shared with the campus community. He also said the results from the *Great College to Work For* survey that was administered at the beginning of spring semester would be shared as well. He doesn’t think the *Great College to Work For* results would be very different from the spring 2016 survey, but he would like to see if any progress has been made, since communication has increased.

**Adjournment:**

The meeting adjourned at 9:47 a.m.

**Next Labor Management Council Meeting: Tuesday, July 11, 2017, 9:00 a.m.**

**Kilcawley Center, Cochran Room, 2020**

**Labor Management Council**

**2017 Meeting Schedule**

Updated 5/2/2017

~~Tuesday, January 10 9-11am KC, Cochran Room~~

~~Tuesday, March 7 9-11am KC, Cochran Room~~

~~Tuesday, May 2 9-11am KC, Cochran Room~~

Tuesday, July 11 9-11am KC, Cochran Room

Tuesday, September 12 9-11am KC, Cochran Room

Tuesday, November 14 9-11am KC, Cochran Room

Respectfully submitted, Brittany Bowyer, Recorder