

**APAS
General Meeting Minutes
February 4, 2008**

Agenda: Health Insurance Proposal

Todd Pilipovich, President, called meeting to order at 11:00 a.m.

Vern Haynes, Chair, Health Insurance Committee (HIC)

Vern Haynes attended part of the APAS meeting to briefly introduce the proposed health insurance plan developed by the Health Insurance Committee and to answer questions from members. He highly encouraged all members to attend at least one of several Focus sessions being held on campus throughout the next two weeks in order to get more detailed information about the plan. Spouses/partners are also welcome to attend. Vern stated the Health Insurance Committee has been meeting two to three hours weekly since October in order to put this proposal together and have it presented to the YSU Board of Trustees. The board has accepted the proposal, however, APAS members need to vote as to whether or not they want to open up the current contract in order to make the recommended changes to the insurance plan. Vern stated APAS would be opening up the contract to address the insurance issue only.

Summary of Health Insurance Proposal

A general summary of the new health insurance proposal involves making health insurance a separate entity so that healthcare benefits are no longer a part of the bargaining process for union contracts. All YSU employees regardless of union/nonunion or administrator status would be under the regulations of this plan.

Approximately \$13 million is budgeted for healthcare, but costs are estimated to be around \$11.7 million. In the past, any excess monies were placed back into the general fund. Under the new proposal, the HIC would be given the authority to manage the insurance program and to set up a separate fund just for insurance purposes. Any reserve funds would stay in this restricted account to be allocated for future insurance needs or increased benefits rather than going back into the general fund.

Also included in the health insurance proposal is a relatively new approach to managing health care called Medical Expenses Reimbursement Plan (MERP). Under this plan, YSU employees whose spouses/partners have access to insurance would shift themselves as well as their entire families over to the spouse's/partner's coverage. If the spouse's/partner's coverage is less than what the employee would have at YSU, the university would reimburse the employee for the balance of the costs incurred in order to make the employee whole. By shifting the cost of insurance claims to the spouse's/partner's coverage, YSU would then save a significant amount of money which could be used to possibly increase health benefits in the future and to eventually also become fully self-insured. It is estimated the university would save approximately ½ million dollars by being self-insured.

Craig Bickley, HR Director, also spoke at the meeting and reiterated that the new insurance plan would be a completely employee managed system. Also, sometime in the future the new health

proposal would include a wellness program which is predicted to cut down on the number of claims and expenses for health related concerns.

APAS members had several questions regarding this health care proposal including:

- How long will coordination of benefits/reimbursement take through the MERP?
- Who will be the contact person for questions/coordination?
- Why do YSU employees who keep YSU insurance still have to pay the 1.5 for family coverage, while those who MERP pay nothing at all?

Discussion Following Vern & Craig's Presentation

Many APAS members stated they were not comfortable voting today on whether or not to re-open the contract. They would rather wait until they have had time to attend a Focus meeting and digest the information.

A unanimous oral vote was taken to delay the voting until the end of the month. Sue Miller, APAS Vice-President, will schedule another general meeting sometime during the last week in February. Voting on the issue of re-opening the contract will take place at that meeting.

Meeting adjourned at 12:45 p.m.

Minutes submitted by Joanne Gallagher, APAS Secretary