

## **HEALTH, WELLNESS AND INSURANCE COMMITTEE MINUTES OF APRIL 19, 2006**

**Present:** Donna Wittwer, Gaylyn Finn, Linda Hamilton, Pat Kelly, Steve Butts, Gardner Umbarger, Monica Dietrick, Diane Regan, and Julie Barnes, Chris Haar

**Absent:** Karen Wasson, John Stewart, Terri Schaller, Kathy Dean, Deb Bennett, Steve Jex, and Cindy Puffer

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The meeting was called to order at 3:34 p.m. Julie brought up the minutes from the February meeting. After a few corrections, the March minutes were adopted. Pat will set up a July/August meeting for everyone.

Donna started off with several agenda points.

- MMO medical cards are new. Please shred old ones. MMO will use the 12 digit number for identification and it will keep the history of current employees.
- Effective May 1<sup>st</sup> a new program called Health Living Programs will start. A letter to all BGSU participants in the Health Care Plan is scheduled to go to announce the program. The program is an on line program to help in coaching those who are interested in improving health and lifestyle. For each program offered under this program, are weekly to –do lists, interactive tools and trackers, calculators, quizzes, tips and journals to help the interested person monitor their progress. The different programs include Weight Loss, Stress Relief, Smother Free, Health Aging and more..... Another letter will be sent out in September to everyone and to new faculty, again communicating this program. Other follow-up letters are scheduled for February of 2007.
- A spreadsheet showing enrollment numbers into the BGSU health care plan was handed out. It showed the enrollment December of 2005 and then the numbers for January 2006. Looking at the numbers, the number of Employee plus Spouse coverage from December to January decreased by 13. The number of Family coverage went from 911 to 609 which could be influenced by the spousal rule. In addition, the number of waivers went down by 33 which could also be a reflection of other employers implementing a spousal rule as well. Also included on the spreadsheet is the number of spouses that went from primary with BGSU to secondary with BGSU which totaled 107. With the number of spouses who are no longer covered by the plan or who are now secondary to the plan, the question is “what is the impact to our plan costs.” This will not be recognized until 2006 incurred and paid claims are compared to 2005 for spouses. This will take one full credible year of claims experience in order to compare back to 2005. This will be done in March of 2007.

Updates from constituent groups:

- Classified Staff- Steve asked why the FML paperwork is not available online. Donna said that they are and will have Diana Champ email those links.
- Administrative staff- no questions
- Faculty – no questions

## MISC

- A company coming to BG in June 06 is offering screening programs that are usually not part of any kind of screening programs. They include peripheral vascular and carotid artery screening. The cost as noted in the mailer from this company is \$109.00. Although this is a cost incurred by those who take the screenings, they are wonderful tools and screenings to know your health status and for preventive care and early detection. Research has showed that people spend more time planning a vacation and on preventive maintenance for their cars than what people spend on prevention and screening of their health. Screening programs whether they are on campus or within the community are wonderful opportunities that we can share with our friends and colleagues. Many times, diabetes is identified in a preventive screening.
- A question regarding Family Medical Leave came up. "If someone is out for three consecutive days, would it automatically start the FML? Donna explained that even though someone may be out for 3 consecutive days, it may or may not meet the definition of a serious health condition under Family Medical Leave. For example, someone has the flu and stays home due to the symptoms without being seen by a physician, does not constitute serious health condition under FML. FMLA is very complex and again if people have questions, the best place to call and ask is by HR.
- Another question came up regarding sick time and FML time. Donna said that using sick leave may equate to approved FML time, however it might not. For example, if an employee is out taking care of a sister, they might be able to use accrued sick time, but a sister is not defined as a family member under FML. The FML approved leave time is only paid if the employee uses accrued sick, vacation and personal leave for the FML time.
- Another question came up regarding evaluations and sick leave usage. Any approved FML time can not be used against the employee during evaluation periods reasons even if sick time is used. Donna put an example on the board of someone who had used 100 total hours of sick time in a year. If 20 of those hours are FMLA approved, and the department has criteria relating to excessive use of sick leave as part of their evaluation process, the person can only be evaluated on the non FML sick leave hours used of 80 hours (100-20=80). Each situation is different and she encouraged people to come to HR to get correct information regarding their situation, their benefits, including OPERS credit.

Julie moved to adjourn the meeting. Several seconded. The meeting ended at 4:01 PM.

**NEXT MEETING WILL BE May 17, 2006 AT 3:30 PM in CPOB, #1**  
***REMINDER: THE MEETING SET FOR JUNE 21, 2006 AT 3:30 PM in CPOB, #1 WILL BE***  
***CANCELED-There is a meeting in July.***

Respectfully submitted,

Donna Wittwer