



Cornell University Employee Assembly

Minutes Employee Assembly Meeting February 17, 2016 12:15 -1:30pm 401 Physical Sciences

“An Active Voice for Cornell Staff”

I. Call to Order

T. Grove called the meeting to order at 12:20pm

Present: M. de Roos, N. Bell, S. Cowles, P. Givin T. Grove, B. Kepner, A. Kohut, J. Kruser, L. Majani, E. O'Dell Wehling, B. Siasoco, M. Stefanski Seymour, D. Sun and P. Thompson

Absent: H. Hall, E. Lee, B. Nicholson and M. Pilgrim

Also Present: G. Borges, D. Brooks, P. Bursic, G. Giambattista and N. Doolittle

II. Call for Late Additions to the Agenda

There were no late additions to the agenda.

III. Approval of Minutes

There need to be a change to the format of B. Siasoco's name at the end of the minutes. There was a motion to approve February 3rd's minutes, there was a second, the minutes were approved.

IV. Business of the Day

A. Discussion of proposed resolutions on Change in Marital Status Benefits and LGBTQ+ Family

This resolution was not discussed

B. Planning Benefits – Guest – Paul Bursic, Senior Director, Benefits

P. Bursic was introduced. B. Siasoco asked how do people find out about their benefits. P. Bursic said they have extensive outreach and they can reference their paycheck. P. Bursic explained the legal aspects of the insurance plan. G. Giambattista asked if it is available to all colleges and P. Bursic confirmed it is. B. Siasoco asked how Human Resources reviews the insurance plan. P. Bursic explained the voluntary benefits. G. Giambattista voiced her concerns about the disparity in mental health care on the insurance plan between colleges and asked what can the assembly do to help create robust benefits across campuses. P. Bursic said mental health laws makes it illegal to discriminate based on mental health therefore mental health should be treated the same way as would someone with a physical illness. Cornell's health plan as been in the band guard on this and this law and it was achieved in 2000, therefore he said there should be no difference in the treatment of mental health across colleges. He explained that contracts by individual providers may require some people to seek more distant health care providers. P. Bursic said this is caused by the rates in financial profit and the way the market is run. B. Siasoco asked what the difference is between benefits on contract and endowments. P. Bursic said the contract plans

have state penchant plan, whereas the endowment plans have no penchant plans and the state plans have different benefit formulas. M. Stefanski Seymour asked if there is a savings because state colleges get state benefits. P. Bursic said it is funded federally but the state is giving them a big part of the funding for the land grant system. He further said the endowed contribution from the university is not contingent on individual contribution.

P. Bursic said they are looking to introduce a choice for endowed retirees for their health care plan. They will offer Medicare for endowed retirees by 2017. He stated this is an opportunity for those who are already retired and it covers all 50 states. P. Bursic said if anyone wants to contact him his email is jpb22@cornell.edu

C. President Garrett Best Wishes Cards

Members all received a card and T. Grove told members to get people to sign them such as their stakeholders during meetings. Members were instructed to send the cards back to the Office of Assemblies (109 Day Hall) and they will be sent to President Garrett collectively. L. Majani asked what is the mission with the stakeholders. T. Grove said the mission is to say what the assembly does, the ask portion involves contacting their constituencies and for those constituencies to talk to their constituencies.

V. Report from the Chair

There was no report from the Chair.

VI. Old Business

A. Assignments for EA member conversations

T. grove said members have to be flexible but firm during their stake holder meetings. Members should all take part in the conversation and reach out to their constituencies. David Howe is the contact person for the Vet School.

B. EA meeting with BOT – Talking Points

The event will take place on March 22 at 4 to 5pm. P. Thompson said this is a time for EA members to voice their concerns. They will wait for A. Mittman to confirm the time and date before the invitations will be sent out

C. Vice Chair of Internal Operations

T. Grove explained the commitment and description for this role: the meetings take place once a month for 30 min outside of EA meetings. The Vice Chair of Internal Operations will be part of EA Executive Board and their duties will include recruitment and outreach.

VII. New Business

A. EA Budget Report

The budget report was not discussed.

VIII. Adjournment

D. Brooks said if anyone wants to attend meetings virtually they should talk contact him.

T. Grove adjourned the meeting at 1:29pm

Respectfully submitted,

Gabriela Borges

