

# Cornell University Employee Assembly

## Cornell Employee Assembly

Minutes of the October 12th, 2022 Meeting

12:15 PM – 1:30 PM

Room 401, Physical Sciences Building | Zoom

### I. Call to Order

- a. Chair A. Haenlin-Mott called the meeting to order at 12:17pm
- b. *Members Present:* J. Chandler, J. Creque, B. Dixon, A. Haenlin-Mott, D. Howell, E. Krumm, J. Kruser, A. Mittman, A. Schafft, K. Supron, K. Tannenbaum, J. Withers, L. Zacharias
- c. *Also Present:* Gordon Barger
- d. J. Withers stated that there was not a quorum present at the meeting.

### II. Land Acknowledgment of the Gayogoho:nq (Cayuga Nation)

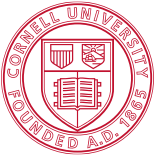
- a. Chair A. Haenlin-Mott stated the Land Acknowledgement.

### III. Approval of the minutes from September 7th and September 21st

- a. A. Haenlin-Mott moved to approve the minutes at a future meeting due to the lack of a quorum.

### IV. Business of the Day

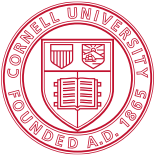
- a. Gordon Barger, Senior Director, Benefit Strategy & Initiatives presented on the Endowed Open Enrollment Messages for 2023.
  - i. G. Barger stated that there are 4,100+ retirees in the current program. He also stated that the retiree endowed open enrollment included the active plans AETNA Pre-Medicare Health Plan (retirees under 65), Post-65 80/20 Plan, and the Medicare Advantage Prescription Drug Plan. He also stated that the Medicare Supplement Plan is currently frozen and only 84 retirees remain in the plan.
  - ii. G. Barger stated that the AETNA Pre-Medicare Health Plan is self-insured and includes a smaller group size, so any anomalies will increase the contribution of retirees. He also stated that Cornell is only increasing the cost for the plan by \$10 a month for individuals and \$48 a month for a family unit since Cornell is able to absorb some of the costs from the increase in the cost of renewals.
  - iii. G. Barger stated that under the 80/20 plan, retirees pay 20% of the costs and Medicare pays 80% and that experience has grown, particularly for



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prescriptions. He stated that renewals will increase by \$6/month (individual) or \$27/month (family). He also stated that the Medicare Advantage Plan has increased by only 2.8% and that renewals will increase by \$1.4/month (individual) or \$7/month (family).

- iv. G. Barger stated that active endowed health insurance has increased by 6-8% as part of a medical trend and that Cornell had higher utilization of the insurance due to COVID deferred care, increased specialty drug use, and an increase in the number of high-cost claimants. He also stated that optimum rebates and discounts were higher with negotiation and that there were higher negotiated fees for Cayuga Medical in 2022 and 2023. He also stated that the estimated expense was about 11.9% growth for 2023 and that staff costs would increase by 5% and Cornell's costs would increase by 13.2%.
- v. G. Barger stated that new Met Life plans were rolled out in 2020, including the Dental Standard and Dental Plus plans. He also stated that Cornell negotiated the increase of insured renewals by 2.2% instead of 4%.
- vi. G. Barger stated that the Endowed Vision insurance rates will not face a cost increase for 2023.
- vii. G. Barger stated that Basic Life Insurance and Guaranteed Universal Life (GUL) are 100% funded by Cornell and there was no increase in premiums for 2023. He also stated that long-term disability insurance is also fully funded by Cornell for endowed coverage and that faculty and staff pay 85% of the cost of coverage for contract colleges.
- viii. G. Barger stated that 2023 H.S.A. limits are increasing by 5.5% over 2022 and that FSA contribution limits have yet to be announced, but likely will increase by about \$200.
- ix. G. Barger stated that Active Endowed Open Enrollment will begin on November 1<sup>st</sup>, 2022, and will be announced through a Workday notification. He also stated that the deadline for benefit changes in Workday is Monday, November 21<sup>st</sup> at 4:00 pm. He also stated that Care Grant Awards have been available since Thursday, September 29<sup>th</sup> and that the deadline for 2023 Child Care Grant Award consideration for families with income under \$150,000 is Friday, October 21<sup>st</sup> at 4:30 pm.



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- x. A. Haenlin-Mott asked where the Assembly can find information for opt-in plan coverage. G. Barger stated that coverage information for auto, home, pet, and legal insurance is found on the Benefits website and included in the Open Enrollment information booklet distributed by the department.
- xi. K. Tannenbaum asked whether there would be a call-out on the benefits website for legal insurance emphasizing that faculty must both enroll and disenroll through Cornell. G. Barger stated that there would be a call-out included and that a link to disenroll on a separate website would also be included. He also stated that any life insurance for children is a blanket policy and companies will not take children's names.

### **V. President's Address to Staff on December 12<sup>th</sup>**

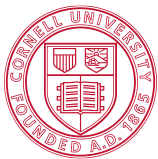
- a. A. Haenlin-Mott stated that the President's address to staff has been pushed to December 12<sup>th</sup>.
- b. J. Creque stated the Employees Appreciation board timeline will be centered around the new December 12<sup>th</sup> date.

### **VI. Priorities Poll Update/Promotion**

- a. A. Haenlin-Mott asked whether there was anyone on J. Creque's expected committee who would be able to help with the Priorities Poll. She also stated there was interest in making sure there was a one-page promotion material to increase responses and raise awareness of the \$50 gift certificate.
- b. J. Creque stated that while she had not formed the committee yet, she had created a one-page flyer and intends to do digital ads to go on screens across campus as well. She also stated that the closing date of the Poll is the 24<sup>th</sup> of October to avoid conflicting with the HR survey.
- c. A. Haenlin-Mott reminded the Assembly that the HR survey is submitting their survey this Thursday and that the deadline for filling it out has yet to be determined. She also stated the possibility of extending the Priorities Poll until November 1<sup>st</sup>.
- d. J. Creque stated that the Poll currently has 170 responses. A. Haenlin-Mott stated that it would be good to get more responses.

### **VII. Committee Reports**

- a. Executive Committee – Marcella Benda
  - i. M. Benda stated that D. Howell will speak about the P.C.N.G. at the next Committee meeting and that Sonny Rucker from Workforce, Inclusion, and



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Belonging will speak the following week. M. Benda stated that the Committee has discussed the Priorities Poll and met with Christine Lovely.

- ii. A. Haenlin-Mott stated that there will be informal reception with C. Lovely and EA elected members on October 27<sup>th</sup> to welcome her, and that more details are soon to come.
- b. Communications and Awards Committee – Jackie Creque
  - i. Nothing to report
- c. Education Committee – Matthew Davis
  - i. Nothing to report
- d. Welfare Committee – Kristine Mahoney
  - i. A. Haenlin-Mott stated that the discussions in the Welfare Committee meetings have been lively and productive.
- e. Benefits and Policy Committee – Kit Tannenbaum
  - i. K. Tannenbaum stated that the Committee met on last Tuesday, October 4<sup>th</sup>, for introductions to the H.R. liaison for the Committee. She also stated that there was a discussion over release time from work to serve on university Committee policy and that the Committee will no longer pursue advocacy over library late-night parking passes.
- f. Elections Committee – Annyce Schafft
  - i. Nothing to report

### **VIII. Liaison Reports**

- a. A. Haenlin-Mott stated that the University Assembly meeting has not met due to holiday observances and that the Campus Planning Committee will meet at the end of October.

### **IX. Open Discussion**

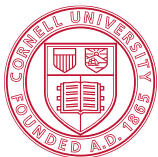
- a. K. Tannenbaum stated that the EA calendar is missing the December 14<sup>th</sup> meeting.

Adjournment – K. Supron motioned to adjourn the meeting, J Wither) seconded. A. Haenlin-Mott adjourned the meeting at 1:17pms

Respectfully Submitted,

*PJ Brown*

Clerk of the Assembly



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