Faculty Economic Welfare and Retirement Committee

2015-2016 Annual Report

Meetings

Three meetings were held: October 29, January 26 and April 8

Major Topics Considered by the Committee and Status

1) *Change of Standing Rules.* The previous rules referred to the "State Board of Education," in discussing where recommendations for changes to retirement and benefits originating from FEWRC might ultimately be directed by the Faculty Senate. Since this body has been dissolved, the Standing Rules now refer to the "OSU Board of Trustees".

2) *Implications of taxes introduced by the Affordable Care Act on employee health insurance costs.* Donna Chastain reviewed the changes made by PEBB in health care premiums designed to avoid the "Cadillac Tax" that would be imposed on the insurer by the ACA because of the cost structure of OSU health care premiums. The committee has tentatively determined that these changes will result in an increase in the portion of the premium paid by some employees, particularly employees that cover spouses and dependents. The committee plans to follow up with a summary to the Faculty Senate Executive Committee of the exact implications for employee costs of health insurance and possible recommendations to mitigate that cost.

3) *Child-care and family issues on campus.* The committee met with a representative of the Task Force on Children, Youth and Family (Robynn Pease), and heard a presentation on the status of recommendations made by that task force. Many of the recommendations are being enacted by OSU. FEWRC would like to arrange for a Task Force member to present the current status of their recommendations to the Faculty Senate and ask for Senate endorsement of the recommendations (FEWRC chair Ed Brook will bring this issue to the Executive Committee).

4) *Salary equity with peer institutions and other salary issues.* The committee began a discussion of these issues and a dialog with Sherm Bloomer and Brenda McComb, who kindly agreed to attend a committee meeting to help us get better informed on the current status of these issues and future plans to address them. The meeting has not been scheduled yet.

5) *Tier 1 PERS issues.* There appears to be some confusion among some employees about changes in Tier I retirement benefits related to the implementation of the OPSRP in 2004, and whether the benefit of employer contributions is properly being received by some employees. The committee will follow up on this issue in 2016-17.

2015-2016 Membership

Edward Brook, Chair '17	College of Earth, Ocean & Atmospheric Sciences
Cindy Alexis '16	Budget & Fiscal Planning
Dwight Brimley '16	Agricultural Sciences & Marine Sciences Business Center
Jimmy Yang '16	College of Business
Steve Ortiz '17	Sociology
Bruce Sorte (Emer.) '17	Applied Economics
Terry Adams '18	College of Education
Jane Nichols '18	University Libraries
Mary Thompson '18	Auxiliaries & Activities Business Center

Ex-Officio: Employee Benefits Mgr. (Donna Chastain)

Executive Committee Liaison – Jay Noller