Faculty Economic Welfare and Retirement Committee

2010-2011 Annual Report

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Ex-officio: Donna Chastain – Employee Benefits

The Committee took up two main issues during the year for 2010-2011; the resolution of the OSU Faculty Senate regarding Public Employee Benefits Board decisions and the review of proposed state legislative bills that could impact PERS, PEBB and faculty compensation. The decision to engage in these two issues came from the direction of the Faculty Senate Executive Committee.

1. PEBB Resolution
   Under the direction of the Executive Committee, our committee assisted in drafting a resolution addressing the issue of Open Enrollment and continuance of promised benefits as a top priority. The attached resolution was presented and approved by the Faculty Senate at the October 14, 2010 meeting. The resolution was then presented to the Public Employee Benefits Board at the October 19 meeting by Donna Chastain, OSU Employee Benefits Manager.

2. Review of Proposed State Legislative Bills The committee was asked by President Higginbotham to review a list of pending legislation, recommend which bills to track, and identify issues of concern. The attached recommendations were sent to President Higginbotham on March 21, 2011.

Resolution of the OSU Faculty Senate Regarding Public Employee Benefits Board Decisions:

Whereas: As public employees, the Faculty and Staff of OSU are required to use PEBB-approved benefits plans to receive medical and dental benefits, if they desire coverage associated with their employment;

Whereas: The Open Enrollment policies and timeframe for PEBB-approved medical and dental plans are decided by PEBB;

Whereas: PEBB has established an Open Enrollment period of one month (October 2010);

Whereas: For a number of reasons, many related to travel required to fulfill the responsibilities of the position descriptions of the Faculty and Staff, OSU Faculty and Staff members may be out of communication for periods of over a month;

Whereas: If an OSU Faculty or Staff does not enroll in a medical and dental plan for 2011 – either by choosing to continue current plans or selecting new plans – during Open Enrollment, they will be automatically enrolled for employee-only coverage in the PEBB Statewide and ODS Traditional plans. Other individuals now covered will lose coverage Jan. 1, 2011.

Whereas: The consequences for a public employee or their family members' lack of medical and/or dental coverage are inconsistent with PEBB's value statement of serving government for "the improvement of employee health;"

BE IT RESOLVED:

1. We request that the default outcome of no action during an Open Enrollment should be the closest possible coverage to that which the employee had prior to the Open Enrollment period.
2. That PEBB should, put continuance of, and provision of, promised benefits as the top priority in all decisions regarding the provisions of medical and dental benefits for public employees.

Presented to the OSU Faculty Senate by the Faculty Senate Economic Welfare and Retirement Committee and the Faculty Senate Executive Committee on October 14, 2010.

Review of Proposed State Legislative Bills

Bills to track closely -

- SB 113 – Including projected compensation increases for OUS faculty in budget planning and reporting – http://www.leg.state.or.us/11reg/measpdf/sb0100.dir/sb0113.intro.pdf
- HB 2115 – Modifies provisions used to determine PERS benefits – http://www.leg.state.or.us/11reg/measpdf/hb2100.dir/hb2115.intro.pdf
- HB 2455 – Relates to maximum benefit payable under PERS – http://www.leg.state.or.us/11reg/measpdf/hb2400.dir/hb2455.intro.pdf
- HB 2996 – Requires PEBB to contract for consumer-directed health benefit plan with high-deductible/health savings accounts – http://www.leg.state.or.us/11reg/measpdf/hb2900.dir/hb2996.intro.pdf
- HB 2161 – Legislation seems to severely curtail contributions to individual accounts in the OPSRP Pension Program – http://www.leg.state.or.us/11reg/measpdf/hb2100.dir/hb2161.intro.pdf
- HB 2444 or 2450 – http://www.leg.state.or.us/11reg/measpdf/hb2400.dir/hb2444.intro.pdf
- HB 2453 – http://www.leg.state.or.us/11reg/measpdf/hb2400.dir/hb2453.intro.pdf

Bills of interest –

- HB 2436 - Caps employer contributions to PERS for next three biennia – http://www.leg.state.or.us/11reg/measpdf/hb2400.dir/hb2436.intro.pdf
- HB 2990 – Establishes Fair Retirement Plan in PERS – http://www.leg.state.or.us/11reg/measpdf/hb2900.dir/hb2990.intro.pdf
- HB 2991 – PERS cannot increase benefits if recipient does not pay Oregon income tax on retirement benefits – http://www.leg.state.or.us/11reg/measpdf/hb2900.dir/hb2991.intro.pdf
- HB 2456 – PERS cannot increase benefits if recipient does not pay Oregon income tax on retirement benefits – http://www.leg.state.or.us/11reg/measpdf/hb2400.dir/hb2456.intro.pdf

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