

**UNC Faculty Assembly**  
**Benefits and Welfare Committee Meeting**  
**January 26, 2007**

- (1) Reviewed the Assessment Taskforce spreadsheet on committee charge and activities. Deemed that it was correct.
- (2) Requested GA look into IRS ruling (and NC response) affecting Phased Retirement. Specifically asked whether 6-month break in employment was necessary and whether the contractual prearrangement for future employment at time of retirement could be allowed. Changes in this item may require future legislative action.
- (3) Requested GA look into what universities are currently doing with regard to optional benefits (Non-Flex, after tax programs at individual campuses) with respect to Domestic Partners. Committee will query campus Faculty Senates/Councils on this issue also. Discussed extending Domestic Partner benefits under State Health Plan. This would require General Assembly action. While recognizing the political difficulties this might pose, it was also deemed essential for the University System to “do right” by all of its employees.
- (4) Discussed OSP notion of consolidating legislatively mandated agency/campus insurance committees (responsible for optional/after-tax benefits on each individual campus). While better group rates might be obtainable under such a consolidation, there is also concern that specific needs on individual campuses might not be met. It was also noted that many of the Flex Benefits that the State Health Plan now provides were piloted at various campuses through this optional committee structure.
- (5) Requested that GA begin to look into whether Universities should be more proactive in assisting faculty (and staff) with affordable housing. Because North Carolina is becoming a retirement relocation destination and is successfully attracting industries with well-paying jobs, faculties (and staff) whose salaries have lagged are having more difficulty in finding affordable housing. A growing concern was expressed at a number of campuses that this was becoming a recruitment & retention problem. Possible solutions might lie in subsidization of home purchases or in providing campus housing.
- (6) Efforts at aligning various benefit enrollment and start dates from Fiscal Year to a Calendar Year were discussed. Especially important was the thought that all be on the same schedule.
- (7) Kitty McCollum reported that GA is verifying utilization rates for the new Health Preferred Provider Plan and will have those available within a week or so. She also reported that the State Health Plan and GA is exploring an additional PPO option with reduce family rates (off set by higher deductibles or copays).
- (8) Dennis Daley was elected chair for 2007-2008.