

Staff Senate Meeting Minutes

September 29, 2020

ANNOUNCEMENTS

- Flu shots: Need to be charged to the medical plan in order to avoid a deductible. UVA is not offering any clinics this year. [More info](#)

STAFF SENATE DIRECTOR UPDATES

Advocacy:

- Open to suggestions for future projects
- Have been working on an early retirement option, specifically an affordable health care option for those who are not of Medicare age but would like to retire.
- Will meet via Zoom in October. Contact Brandy Amos or Adam Richard to join group or learn more.

Membership

- Discussed changes to election process, but due to COVID, haven't made any clear decisions. The current plan is to conduct elections in March, so we can have new senators in place by May 2021
- Some senators have dropped out, so will take care of filling seats with interim senators for units that currently have no representation until we can conduct an official election in 2021

University Partnerships

- Have been working with the chairs summit which is comprised of the chairs from Staff Senate, Faculty Senate, Graduate and Professional Council, General Faculty Council, Student Council, and Medical Center Employee Council
- Are collaborating on shared interests and met with President Ryan this summer

Co-Chair

Leah has joined an organization comprised of undergraduate students, faculty and university police representative, Tim Longo, to review safety concerns regarding the university police department.

OPEN ENROLLMENT

Rebecca Gristina, Benefits Administration, Human Resources

Highlights:

- In 2021 there will be NO changes to premiums, deductibles, copays or coinsurance for full-time employees.
- Open Enrollment runs from October 5-16; changes are made in Workday
- Open Enrollment is the only time you can make changes to your UVA health, dental and vision plans and FSA unless you have a mid-year event (such as marriage)

- Medical and Pharmacy plans will both be managed by Aetna rather than having separate plans

Benefits Fair and Counseling

- Will be completely virtual this year, including one-on-one benefit counseling
- UVA Benefits and Well-Being Expos will be virtual and open October 5-16
 - 40 different vendors
 - Register and visit as much as you would like

Changes for 2021

- Starting January 1, 2021, Aetna will manage both health and pharmacy plans so we will now have one card. In December, members will receive a welcome kit and a new card. On the card, note the RX Bin# on the front and Aetna One Advocate Team number on the back. Can also print cards in January if you don't receive a card in the mail.
- UVA negotiated a better service model with Aetna, who will now be offering a more concierge approach through the Aetna Advocates program. Advocates will be able to explain medical or pharmacy costs, coordinate care and approvals, connect members to resources, and help create personal care plans.
- Pharmacy Changes:
 - Medication categories:
 - Tier 1 is the same as generic
 - Tier 2 is the same as preferred brands
 - Tier 3 is the same as non-preferred brands
 - Medications that are preventive and chronic are exempt from the deductible (note that your pharmacy and your medical plans both have deductibles)
 - [Preventive Medication List](#)
 - [Chronic Medication List](#)
 - A new Maintenance Plan will be in place, with the option to opt out.
 - The plan allows you to get a 90-day prescription through a UVA Pharmacy, CVS or a mail-in pharmacy (CVS Caremark). In current pharmacy plan, could only get 90-day prescription of a maintenance medication through a mail-in pharmacy. Can opt-out if you would prefer to get 30-day prescription
 - To check if you are currently taking a maintenance medication, consult both the preventative medication list and chronic medication list (see bullet above). If your medication is on one of these lists, then it is considered a maintenance medication.
- Long-Term Disability Harmonization for ORP and MCRP staff
 - Long-term disability for Academic Division ORP staff and Medical Center MCRP tem members will be the same benefit:
 - A monthly income benefit to 60% of monthly salary

- Maximum monthly benefit of up to \$20,000
 - Does not impact members in VRS
- No changes to short-term disability benefits
- FSA and HSA: You MUST re-elect your FSA and HSA programs for 2021; your 2020 elections will NOT be carried over.
 - HSA (Basic Health Only): If you do not re-elect HSA during open enrollment and you had an HSA in 2020, you will receive the employer contribution but with 0\$ employee contribution. You can add your employee contribution at any time in Workday
 - If you do not re-elect your FSA during Open Enrollment, your benefit will be waived and will NOT carry over to 2021.
- New for Wellness UVA
 - Will upgrade to Virgin Pulse platform on Feb. 1, 2021
 - Members have the opportunity to meet one time with a health guide (called a Next Step Consult) to help members navigate the health and well-being resources in the digital platform
 - Can donate rewards to charitable causes
 - There will be more opportunities to earn rewards
 - NOTE: Must redeem your 2020 rewards by November 30, 2020
- Part-Time Eligibility Changes
 - Medical Center Team Members eligibility change for benefits:
 - Part-time is defined as working greater than 20 but less than 30 hours/week
 - Full-time is defined as working 30+ hours/week
 - Team members at the Medical Center working greater than 30 but less than 36 hours/week will be eligible in 2021 for full-time rates for health and dental benefits
 - This means that we now have one definition for part-time and full-time benefit eligibility for medical center, academic and classified staff

- **Premiums (NO CHANGE)**

2021 Full-Time Monthly Health Plan Premiums

UVA Health Plan	Basic	Value	Choice
Employee	\$20.00 (no change)	\$87.50 (no change)	\$183.00 (no change)
EE+Child(ren)	\$25.25 (no change)	\$140.25 (no change)	\$370.25 (no change)
EE+Spouse	\$33.25 (no change)	\$176.25 (no change)	\$477.00 (no change)
Family	\$63.00 (no change)	\$282.25 (no change)	\$706.00 (no change)

For the 2021 plan year, there are no changes to premiums, coinsurance, copays, or deductibles for the Basic, Value, and Choice Health options for full-time employees. Rates above do not reflect wellness rewards earned. Rates for COBRA, retiree, part-time, wage, postdoctoral fellows, J-1 Visa and housestaff differ from above; you can see your rates online at hr.virginia.edu/health2021.

HUMAN RESOURCES

2021 Part-time Monthly Health Plan Premium (more closely aligns with what was offered at the Medical Center) and is an improvement

UVA Health Plan	Basic	Value	Choice
Employee	\$154.96	\$178.40	\$216.40
EE+Child(ren)	\$271.04	\$311.52	\$381.44
EE+Spouse	\$348.40	\$400.40	\$490.40
Family	\$503.52	\$579.52	\$709.28

Beginning January 1, 2021, there will be one premium set for all part-time employees at UVA. Rates for full-time, COBRA, retiree, postdoctoral fellows, J-1 Visa and housestaff differ from above; you can see your rates online at hr.virginia.edu/health2021. There will be one premium set for all part-time employees.

- 2021 Pre-Tax FSA and HSA Employee Contributions

		HSA	Limited Healthcare FSA	Dependent Daycare FSA	Full Healthcare FSA
BASIC HEALTH	Minimum	\$120	\$120	\$120	NA
BASIC HEALTH	Maximum	Employee: \$3,600 Family: \$7,200 55+: + \$1,000	\$2,500	\$5,000	NA
CHOICE & VALUE HEALTH	Minimum	NA	NA	\$120	\$120
CHOICE & VALUE HEALTH	Maximum	NA	NA	\$5,000	\$2,500

*** EMPLOYER HSA CONTRIBUTION:** Employee only: \$1,000
Employee + dependent(s): \$1,500

- Action Items**

- ✓ Review benefits usage in 2020; anticipate additional needs for 2021
- ✓ Plan for use-or-lose benefits early with your Dependent Daycare Account and FSA
- ✓ Review and update your home address, phone numbers, and dependents' SSNs in Workday
- ✓ Modify medical, dental and vision benefits, if desired
- ✓ Review the Aetna pharmacy program action items list at <https://hr.virginia.edu/rx2021> to make sure you are ready to fill your prescriptions through Aetna on January 1, 2021
- ✓ Add or drop dependents, if applicable; confirm or change beneficiaries for life insurance
- ✓ Elect/waive HSA and FSA in Workday

- Important Dates**

- Open Enrollment: October 5-16, 2020
- UVA Benefits and Well-Being Expo: October 5-16, 2020. [Register here](#)
- Open Enrollment changes take place January 1, 2021

- Questions**

Q: Will TeleMed continue after COVID?

A: TeleHealth/TeleMed have always been available and will continue even after COVID. Teledoc (more limited than TeleHealth) allows members virtual access to a doctor at any time and is more like urgent care response. This will continue through at least next year.

Q: With the change in the pharmacy plan, how will the transition from the old plan to the new plan work for mail-in medication?

A: Anything with a prior authorization and with refills remaining will automatically transfer over.

HOUSEKEEPING

- **Redeployment Opportunities:** If you or a colleague has the time or capacity to contribute time to another project at the University for a temporary time, you can do that (such as contact tracing). Your home department will still pay you. If interested, consult your dean as there is nothing formal posted online. Due to the hiring freeze, some departments at UVA need additional help until they can hire again; this program is NOT taking work from people who are furloughed.
- HR recently updated and revamped its website to highlight dependent and back-up care services

FINAL QUESTIONS

- **Will UVA be offering a retirement buyout or early voluntary retirement program?**
HR is working on it. The College at UVA Wise just rolled out an early retirement program, but on the Charlottesville campus, the Academic and Medical Center early voluntary retirement program is still under discussion. Getting buy-in and agreement from leadership from across units is causing the delay. Usually a combination of age and years of service determine if you are eligible.
- **Staff Union at UVA:** A senate member referenced the recent formation of a staff union at UVA and was wondering if we would be working together in any way. The response is that the Staff Senate is NOT a union, but we are willing to liaison with them if it makes sense for both groups. Adam Felder volunteered to be the liaison to learn more.
 - The union formed this summer and created a list of demands for UVA administration, including making working from home the norm rather than the exception.