

**University of Virginia  
Staff Senate Meeting Minutes  
September 22, 2021**

**Present:** See attached attendance list.  
**Guest(s):** Rebecca Gristina, Director of Benefits Administration

**1. Welcome + Call to Order**

Co-Chair Adam Griggs welcomed all and called the first meeting to order. Consent to record was executed.

**Welcome to Allison Day**

Adam welcomed Allison Day, new Advocacy Committee Co-Director.

**Welcome to Demetrice Baskerville**

Membership Co-Directors Chrissie Holt-Hull and Kendall Howell welcomed Demetrice who assumes former senator Michelle Streeter's seat for Student Affairs.

**Volunteer Opportunities**

Adam Griggs (today is the day for volunteering) – Contact the UVA Volunteer Center at 434.243.4234 and subscribe for updates by signing up at [Employee Volunteer Center Mailing List](#).

**2. Agenda Item : Benefits Open Enrollment October 4-15 for Changes Effective January 1, 2022**

Rebecca Gristina provided an overview of changes to the current benefits package. Reminder that benefits coaching is available. All changes are listed on the Open Enrollment home page: [Open Enrollment Home Page](#).

- a. Changes to benefits must be made in Workday, otherwise, current elections will roll over. FSA and HSA **must** be re-elected, or you will no longer be enrolled (HSA changes can be made anytime). Watch out for tasks following enrollment.
- b. No premium, coinsurance, or copay increases for full-time employees. The recent benefits 2018 survey revealed keeping premiums low was most important among employees. Rates for part-time employees will now be the same as full-time. This was done to calibrate coverage (including increasing out-of-pocket maximums) across all three plans and ensure changing employment status would be without negative impact to rates. Ninety-eight percent utilization was in-network last year.
- c. The basic plan now reflects significant out-of-pocket maximums which some may find challenging. The current \$1000 employer contribution to your HSA will not increase at this time.
- d. New remote work eligibility has been implemented for spouses of Charlottesville area employees. Those who have access to insurance coverage out of state may not have access to local/in-network providers. This new ruling allows that spouse to participate in the UVA health plan.

- e. Coverages for hearing services are now available in response to requests made via the senate. Enhanced infertility coverages are also in place. Rebecca Gristina thanked Staff Senate for their input on this subject.
- f. The Medical Center Retirement Program (MCRP) short-term disability benefit cap has increased from \$1100 to \$15,000 weekly.
- g. Improvements to the Human Resources (HR) website and Workday dashboard have been made. The Benefits Expo will not be held this year due to health concerns. Swag bags containing provider goodies, will be, however. Contact Rebecca directly if you'd like one and/or if multiple bags are needed for constituents.
- h. The J1 Visa Health Plan is now referred to as J Visa Health Plan. No increases but some updates.
- i. Hoos Well rewards are moving from rewards *cards* to direct payment via payroll. **2021 rewards must be redeemed by November 30, 2021**. Additional Live Health Coaching is available.
- j. No changes to pharmacy benefits.
- k. Individual questions in response to denied coverage should be discussed with Mandy Eppard, Health Plan Ombudsman, at alb8tb@virginia.edu.

### 3. Agenda Item : Co-Chair Announcements + Updates from Executive Committee

- a. **Co-Chairs** Adam Griggs and Patrick Wood shared the following:
  - i. They will be meeting with President Ryan on September 30 to discuss the Staff Senate's continuing role in advancing staff growth and recognition and becoming more involved in key decisions at the university.
  - ii. Advocacy Co-Director Adam Richard will represent the senate on the UVA Family Support Collab forming now. In response to the impact of COVID-19, HR in partnership with the provost's office, created this group to develop a better understanding of the needs, challenges, and resources critical to better support employee's caregiving needs.
  - iii. Advocacy directors will meet with HR and the Faculty and Employee Assistance Program (FEAP) on September 23 to discuss mental health benefits currently available to staff and the need for enhanced options. More information on FEAP may be found here: <https://uvafeap.com/>.
  - iv. The *Chairs Summit* meetings are going well. These partnerships with the various stakeholder groups across Grounds (including the Graduate Professional Council and Faculty Senate) have been and will continue to be beneficial.
  - v. As part of the next *Chairs Summit* meeting, Adam and Patrick will be meeting with Robyn Hadley, Vice President and Chief Student Affairs Officer, on October 20.
- b. **Advocacy** Co-Directors Adam Richard and Allison Day shared the following:
  - i. As previously mentioned, they will meet with HR and FEAP September 23 to discuss current mental health benefits. They appreciate all the senator and constituent feedback they've received in preparation for the meeting.
  - ii. The first meeting of the Advocacy Committee will be Wednesday, September 29, at 11:00 via Zoom. Email either Adam or Allison to register for that meeting.
  - iii. Allison Day, Kendall Howell, and Patrick Clark met with the Graduate Professional Council, which represents graduate and professional students, to discuss and address parking and transit concerns.

- c. **Membership** Co-Directors Chrissie Holt-Hull and Kendall Howell shared the following:
  - i. There's no time like the present to start recruiting new senators. Although senate elections are months away... it's never too early to begin recruiting. Cultivate future representation.
  - ii. Senator constituent lists will now be made available to senators via the senate Collab site. Previously, they were distributed by Membership and returned with updates. Now, senators can refresh their lists as changes occur. Updates should be sent to Chrissie and Kendall.
  - iii. We are available to work with you as needed. Reach out. We'll add Collab training for our October meeting.
  
- d. **University Partnerships** Co-Directors Leslie Booren and Sheela Linstrum shared the following:
  - i. One of UP's goals is to continue strengthening relationships across all areas and utilize Constituency Corner at every meeting to identify constituent areas of concern and interest. Working Groups will be formed for topics requiring a deep dive.
  - ii. Explanation of who and what function comprises the *Chairs Summit* was provided. In addition to Staff Senate, also involved are Faculty Senate, General Faculty Council, Medical Employee Council, Student Council, and the Graduate Professional Council. Meetings are monthly with one already having taken place with full representation. Please make us aware of other groups that may benefit from this forum as well as topics to bring before the group.

#### 4. Agenda Item : Proposal for New Staff Senate Role

Adam Griggs announced the Executive Committee's decision to create a new role on the senate; that of Scribe Coordinator. This position will be responsible for taking minutes during Staff Senate meetings. We are looking for at least two volunteers to fill this role so that we can establish a lead and a backup for rotation purposes. A call for interest will be emailed to senators.

*Question:* How will minutes be made available; will posting at the senate website and sent by email continue?

*Answer:* The Scribe Coordinator will help shape how minutes will be distributed. They will continue to be part of a monthly senator newsletter.

#### 5. Agenda Item : Constituency Corner

Sheela Linstrum opened the floor for comments.

- a. The topic of **education benefits** was raised. One of our senators has found the process tedious and confusing which seemed to be further complicated by miscommunication between the benefits counselors and the Data Science School who was presenting the workshop she was interested in.

*Comment:* Some programs might not be considered "professional development" in nature and not jiving with current job duties.

*Comment:* The education benefit continues to be under review and is being clarified and streamlined at this time.

*Comment:* The senate previously addressed the education benefit, which resulted in inconsistent responses by leadership and no resolution reached. Suggestion of an annual presentation to senate was made.

*Action:* A working group will be formed with senators Ruei-Jen Abraham-Fan taking the lead and Glenn Gray. Additional participation is welcome. Please reach out to Sheela Linstrum and Leslie Booren with your interest.

- b. One of our senators has heard from her grad students a concern that the **continued impact of COVID** may shutdown UVA again and how they might benefit from more updates and reassurance.

*Comment:* This type of comment by students or anyone at UVA is speculative. No one is aware that UVA leadership has any intention of shutting down Grounds at this time.

*Comment:* This is an example of how Staff Senate is working towards being more inclusive of decisions impacting everyone.

- c. Will **flu shots** will be offered this season?

*Answer:* An email from HR is forthcoming. There may not be as many on-Grounds vaccination locations this year.

**6. Next Meeting :** The next meeting is scheduled for October 13 from 2:00-3:30 via Zoom. Guests Stuart Munson of Human Resources and Kathleen Jump of Safety and Security will be joining us.

**7. Meeting Adjournment :** The meeting adjourned at 12:00 PM.

### Approval of Minutes

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*Adam Griggs*

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Adam Griggs, Co-Chair

DocuSigned by:

*Patrick Wood*

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Patrick Wood, Co-Chair