



Staff Senate Meeting
Thursday, December 14, 2023,
10:00 to 11:30 a.m. at Carruthers Hall and Zoom

- “Hoos Making an Impact” update - Patrick Wood
- “Lose or Use Time” - Wood
- Health Benefits Survey results – Adam Richard
- Staff Emeritus – Leah Gould
- Constituency Corner – Leah Gould and Michelle Busby

Patrick Wood welcomed everyone. 46 Senators Attended

- The Hoos Making an Impact committee has submitted the top ten ideas. Ten will present their ideas to the committee and the final will present to JJ Davis and President Ryan and Ian Baucom. Those selected will be provided up to \$100K seed money and have a lunch at the Colonnade Club.
- Use or lose time. Wood said John Kosky Vice President and Chief Human Resources Officer, offered there is no allocation for money to pay the 50% extra allocation if excess paid time off is not used in the calendar year. The payout is coming out of a fringe benefits account.

Adam Richard presented the Health Benefit Survey

- Two health Benefits surveys were sent out by the Staff Senate. The first had 900 responses in 2022. After five additional months of planning, in May 2023 another survey was sent to employees 2273 and about 32% took it.
 - Recommendations
 - Move the Health plan to a two-tiered plan.
 - The choice plan exceeds 10% of some employee’s income.
 - Create a cost comparison tool.
 - Work with Facilities Management to provide in-person health benefit counseling.
 - Create better pros/cons of each plan.
- Benefits Survey Recommendations

- Increase new employee orientation for Health Benefits
- Increase Transparency re: UVA's health benefit plan
- Have upfront costs of procedures.
- Next steps
 - Finalize survey report
 - Send report to Administration
 - Staff Senate works to educate staff about UVA Health Plan
- Notes
 - UVA HC is Self-funded.
 - UVA sets premiums and coverage.
 - Any costs are paid for and determined by UVA.
 - Which means UVA pays any HC costs over what they collect and fold in any excess collected to the budget.
- There was general discussion about orientation, and the administration's need to prioritize training/onboarding for new employees. Staff does not feel they have somewhere to go for training. There needs to be some accountability in the system and there is not at this point.

Speaker: Brooke Bailey, Digital Accessibility Coordinator, Office for Equal Opportunity and Civil Rights

Website: digitalaccessibility.virginia.edu

- The office provides equal access to Digital Content, Information and Communications and Technologies
 - Partners
 - Staff, Students, Faculty, Health Systems, Patients, and Visitors
 - Main services
 - Training – Seven per year
 - Department based training.
 - Web-based Audits
 - Application Audits
- Register through Workday