



Staff Senate

Minutes from Staff Senate Monthly Meeting of October 8, 2019
Location: Newcomb Hall, South Meeting Room
Time: 11:00 AM – 1:00 PM

AGENDA

1. Announcements
2. Open Enrollment
3. Constituent Communication

Item 1: Announcements

- Tech Takeback
 - Friday, October 11, 9 – 4 p.m. and Saturday, October 12, 10 a.m. – 3 p.m.
 - Park at North Grounds
 - Free event to recycle old technology
 - More information is available on the website:
<https://in.virginia.edu/techtakeback>
- LiveSafe App
 - Senators asked to share app with constituents, test app and provide feedback at November meeting
 - More information: <https://safetyandsecurity.virginia.edu/mobile-safety-app>
 - Features
 - Report a Tip to UVA police and have a two-way chat – even anonymously
 - SafeWalk – invite your contact to “walk” you to your destination
 - Receive emergency alerts and non-emergency notifications targeted to your specific geographic location
 - Quick access to the Operations Status Boards for academic and UVA Health in case of schedule changes
- E-scooter Safety
 - E-scooter safety video: <https://at.virginia.edu/escootersafety>, Senators asked to share video
 - UVA Official Policy: <https://uvapolicy.virginia.edu/policy/SEC-043>

- New provider VeoRide to arrive in Charlottesville by late October. Bird is no longer in Charlottesville.

Item 2: Rebecca Gristina, HR Director of Benefits Administration, and Mandy Eppard, HR Ombudsman - Open Enrollment

- Overview
 - Changes are made in Workday between October 7-18, 2019
 - There is no confirmation period this year
 - UVA Total Rewards
 - Compensation, Benefits, Well-Being, and Retirement
 - More HR employees brought on this year to help with personalized support
- Resources
 - Open Enrollment website: hr.virginia.edu/oe
 - New this year: Picwell
 - Personal benefits counselor
 - Simpler and shorter than Ask Alex
 - Benefits Presentations and Expos
 - New this year: Podcasts
 - New this year: Open Enrollment is done in Workday
 - OE can be accessed from Workday home page or inbox
 - Good idea to print summary at the end of OE process
 - Passive enrollment: Employees don't need to take any action if they don't want to make any changes to their benefits
 - Senators gave feedback on Workday to be passed along to technical team
 - Aetna Member tools: Payment Estimator, Cost of Care Estimator, Custom Doc Find, Aetna Institute of Quality List, Plan Selection & Cost Estimator Tool
 - OptumRx Price Tools: Drug pricing, OptumRx Formulary
 - All OE resources can be found at hr.virginia.edu/oe/resources
- Changes
 - Increase in the deductible in the Choice Plan
 - Decrease in the deductible in the Value Plan
 - Decrease in out-of-network deductible
 - Decrease in out-of-pocket maximum for the Basic Plan
 - Increase in co-insurance and copay
 - Rx and Medical deductible now combined
 - Lower deductible overall
 - In the Basic Plan, this was already the case, but changes for the Value and Choice Plans
 - FSA and HSA
 - FSA is use or lose; You lose your money if you don't use it by the end of the year
 - HSAs can grow and accumulate, entirely tax-free, and can be used for other things besides medical costs. If in retirement, it travels with you if you leave UVA
 - What plan you are in dictates your options from an FSA/HSA standpoint

- You can monitor your HSA balance through Chard Snyder
 - Senate requests seat at the table if UVA explores changing providers
 - Premiums
 - Underlying benefits of all plans are the same
 - Dental and vision rates have not changed from last year
 - See the HR website for more resources
 - Maximizing Wellness
 - November 30, 2019 is the last day to redeem 2019 wellness dollars
 - Fall flu shots are honored as a reward for 2020
 - Reminders and Dates
 - UVA Health and Benefits Expos are October 9 at Newcomb Hall Third Floor and October 10 at Medical Center Hospital Education Resource Center
 - Open Enrollment is October 7-18, 2019, and changes take effect on January 1, 2020
 - J1 Visa holder have a new health plan, and there is a podcast on the HR website on this subject
 - There is no confirmation period after Open Enrollment this year
 - The working spouse rule is still in effect
 - If you have further questions after consulting the Open Enrollment webpages, you can meet with a benefits counselor by calling (434) 297-6677

Item 3: University Partnerships - Constituent Communication

- University Partnerships Meetings
 - Meets the last Tuesday of every month from 3:30 – 4:30 p.m. in Newcomb Hall, Room 164H
 - Next meeting is October 29 at 3:30 pm
- Constituency Corner Discussion
 - Constituent-Senator Engagement
 - How do you currently interact with your constituents?
 - How can we strengthen interactions between senators and constituents?
 - Constituency Corner 2019-2020
 - How can we as a staff senate improve constituency corner this year both for interaction between senators and constituents?
 - Senators were divided into four groups, with mixed years of experience in Staff Senate, and asked to take notes on their discussion
 - Takeaways and Suggestions
 - Senators connected with constituents through meetings, surveys
 - Constituency Corner within Staff Senate from senator to senator
 - Add a feature to the website where constituents can ask questions, and can help senators determine importance of issues
 - Senators could block off time to go meet their constituents, meet with other senators in their units
 - Senators could do an introductory email at the beginning of the year about each unit's senators and their contact information
 - Put Constituency Corner at the beginning so senators don't feel rushed

- Create a system to track mini-projects or working groups within Staff Senate so those ideas are not lost
- Annual report on issues
- Increase brand awareness of Staff Senate
- Senators can make themselves known at unit staff meetings
- Brown bag lunch where senators can get together and talk about issues in addition to during regular Senate meetings
- In addition to using Qualtrics, we can now use Teams to send out surveys (Exec. Committee to explore viability for all senators)

Final Comments:

- Advocacy Meetings
 - Meets the first Wednesday of every month from 11 a.m. – 12:30 p.m. at 315 Old Ivy Way, Suite 215
 - Next meeting is November 6 at 11 a.m.
- Minutes Newsletter Stats
 - 43% open rate (4,320/9,992)
 - 8% click rate
 - 20% - Meet your senators
 - 14% - Community resource services
 - 13% - Open Enrollment resources
- Upcoming Meeting Topics and Speakers
 - Collaboration on Strategic Plan key initiative, “Cultivating Staff Success”
 - Survey results
 - Staff Senate goals for 2019-2020
 - New Provost Liz Magill
- Senator Actions
 - Connect with constituents
 - Download LiveSafe app, try it out, and come to November meeting with questions/feedback
 - Share any feedback with Kristy Smeltzer, Co-Chair, at kristy@virginia.edu
- Next Staff Senate meeting is November 5, 2019 11 a.m. – 1 p.m. in Newcomb Hall, South Meeting Room
- Goal is to send out Staff Senate recap email no-later-than a week after each meeting