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](https://in.virginia.edu/techtakeback)

- LiveSafe App  
  - Senators asked to share app with constituents, test app and provide feedback at November meeting  
  - 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](https://at.virginia.edu/escootersafety), Senators asked to share video  
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**