

Joint Healthcare Committee Notes  
May 17, 2023

Memry Dahl, Administrative response to March notes in 3 parts:

1. Premium overpayment: UA went to third party and determined that the university may have withheld excess premiums from some employees, and are developing a process for returning excess premiums to those employees. Affected employees should expect to be contacted early in FY24. This applies only to benefitted employees who joined UA in the last 3 years. It is a tax benefitted deduction that should have been taxed as wages. General Counsel is working on this aspect.
2. Loss of coverage: Employees who leave UA will lose benefits coverage on the last day of the pay period they receive pay. This information will be added to the offboarding page, along with COBRA information.
3. Arrears payment under new system: Presentation from Michelle Pope

Heather Arana, Open enrollment update:

- New \$100k life insurance benefit is mandatory, and \$50k of this benefit is considered taxable income, automatically reported on the W2
- 98% of employees participated in mandatory open enrollment, including those who are leaving UA or on FML. Exceptions are being handled on an individual basis
- A list of employees who dropped coverage will be provided at the August meeting.

Matthew Mund, JHCC governing documents:

- Basics are outlined in UNAC CBA Article 16.1.c. Any additional agreements were voided by a past CHRO.
- Memry Dahl offered to draft a summary of what is included in the CBAs
- **Motion unanimously approved** to form a 5 member subcommittee (1 member from each employee group – management, UNAC, 6070, firefighters, staff) to work over the summer to establish a charter or other governing document such as by-laws

Yearly schedule:

- Approved, including cancellation of June and July meetings

Utilization review: **Motion unanimously approved** to review report offline

Wellness discussion: Moved to August meeting