

**North Carolina State University**  
**Group Insurance & Benefits Committee (GIBC)**

**November 19, 2019**

**3:00 p.m.**

**Poe Hall, Room 512**

**Members Present:** Duane Akroyd, DeAnn Judge, Helen DiPietro, Jonathan Champ, Jonathan Holloway, Jill Phipps, Jill Dale, Beth Ritter (joined via video conference)

**Members Absent:** Maria Collins, Patricia Curtis, Richard Barnes, Robert Riehn, La'Toya Reed,

**Ex-Officio Members Present:** Gareth Washington, Steve Norris

**Ex-Officio Members Absent:** Marie Williams, Oliver Williams, Beverly Williams

**Call to Order:** Duane Akroyd, Chair, called the meeting to order at 3:04.

**Minutes:** The committee reviewed and approved the October 1, 2019 meeting minutes.

**Business for Next Meeting:** Updates on the Clean Pricing Project and HealthConnex

### **Update**

As of January 1, 2021 the Retiree Health Insurance benefit for employees will be going away. Any employee that withdraws their contributions and is rehired on or after January 1, 2021 forfeits their benefits. The benefit will not be offered to new hires. Any employee that separates and leaves their retirement contributions in their account will still have the benefit if they are rehired.

### **Paid Parental Leave**

Paid Parental Leave was approved by the State and the UNC System. We are in the process of implementing it and more communication will be sent out in December. As of today, we have not received additional information from the System Office on implementation. Employees have to have been actively working for at least a year and have at least 140 hours of leave. FMLA and Paid Parental Leave are separate; for birth mothers first 4 weeks must be taken at the time of birth, the other 4 weeks

can be taken later, if desired. For other circumstance, i.e. adoption, only 4 weeks are given and these have to be taken within the year of the event happening.

There are two components to PPL, the recovery and bonding time. Recovery time is 4 weeks that have to be taken at the time of birth and the other 4 weeks bonding time can be taken at a later time.

It is still being decided whether employees who were hired and had a baby between September 2019 and January 2020 will qualify for this benefit. PPL has to be taken after the birth not before. Proper and eligible documentation will be required to have the time off approved.

### **Clear Pricing Project & HealthConnex**

The Clear Pricing Project caused a late and shorter Open Enrollment for 2019; it was not resolved and will not be going away. These are efforts from the State Treasurers' office to try to get health providers to buy into reduce costs for procedures. They are seeking for transparency to health care expenses (a.k.a clear pricing).

HealthConnex, "cousin" to the Clear Pricing Project and governed by the State of NC, is a secure electronic network that gives authorized health care providers the ability to access and share patient information across a statewide information network. There are some that are concerned with a statewide network because of the uncertainty of where your medical information could be going. The positive side is that in the case that you travel somewhere outside of your city, and something happens another facility will have access to your information for quick access. The negative side is that facilities outside of the medical field may also have access to private medical information. Patients can opt out, although it won't stop a physician from sending their information to the databank but it will stop other facilities from getting access to medical information. To stay in network doctors will have to participate in HealthConnex and they will have by June 1, 2020 to sign up or will be considered out of network. HealthConnex is already set up but doctors will have to choose whether to opt in or out by the June 30 2020 deadline. The deadline for mental healthcare providers to sign up is June 1, 2021.

### **Special Topics for Future Meetings**

Gareth opened a discussion for other special topics. Committee members are welcome to submit topics that they would want the group to discuss or certain policies that employees would want to make changes to. Our office does have say over certain benefits such as Hyatt Legal and MetLife insurance.

Costs are different for the life insurances we offer because of the different carriers. One is with NC Flex and the other is MetLife. The underwriting is used to determine prices, NC Flex is for all state agencies and MetLife is only for NC State employees.

Temp employees hired to work full time (30 or more) or after 3 months working 30 hours or more are eligible for health insurance, but most don't sign up because of the high deductible. Members suggested to advocate for better plan features for temporary employees.

There is a new disability plan for the State that was created and will go into effect on 1/1/2020. We (NC State employees) don't qualify for it but NC State has one that has been great and that we've had for a while.

### **Adjournment**

Duane Akroyd, chair, adjourned the meeting at 4:21.