

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

**September 15, 2020**

**3:00 p.m.**

**via Zoom**

**Members Present:** Duane Akroyd, Helen DiPietro, Beth Ritter, Jonathan Champ, DeAnn Judge, Jill Phipps, Stephen Porter, Jonathan Holloway, La'Toya Reed

**Members Absent:** Maria Collins, Anne Baker, Patricia Curtis, Robert Golub, Heidi Schweizer, Jill Dale,

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

**Ex-Officio Members Absent:** Marie Williams, Carolyn Miller

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

**Minutes:** The committee reviewed and approved the February 25, 2020 meeting minutes.

**Business for Next Meeting:** Bereavement Leave, Vote on New Committee Chair (in the spring), Potential Service for Employee Benefits (La'Toya Reed)

**Bereavement Leave**

Committee member, Helen DiPietro, initiated the conversation on bereavement leave in the last meeting. Due to the pandemic she was not able to do a lot of research on it since the last meeting. However, in the last meeting the committee wanted to pursue potentially looking at making a proposal on bereavement leave for NC State employees. Before a proposal can be created it would be beneficial to research other organizations and their bereavement leave policies. Chair Duane Akroyd made a call for volunteers to continue doing the research and looking into other organizations and their policies. Member Jill Phipps has looked at the policy plan for the Town of Fuquay and what they offer to their employees. She offered to obtain a copy of their policy and have it available for the meeting in November. Members Helen, Jill and Jonathan Champ will form a sub-committee to continue doing the research and will compile and present a report on their findings in the next meeting.

## **Committee Chair 2020-2021**

Chair Duane Akroyd will stay on as chair for the 2020-2021 academic year. The committee will have to choose and vote on a chair person to serve for at least the next two years. The committee will try to vote on a chair in our last meeting in the spring.

## **2020 Open Enrollment**

Open Enrollment this year is from October 15, 2020 to October 31, 2020. Everyone must take action during Open Enrollment. Everyone is automatically enrolled in the 70/30 plan. Employees must log in to make changes to this and to complete the Tobacco Attestation.

There are not a lot of changes this year. The few changes are to the State Health Plan, specifically to the Tobacco Attestation process. Member who attest to being tobacco users can visit a CVS minute clinic or visit their PCP for tobacco cessation counseling to receive the \$60 credit. These members have between now and November 30, 2020 to complete the tobacco cessation counseling.

## **Clear Pricing Project**

For 2021, there will be access to the same broad, statewide network, which is the Blue Options network administered by BlueCross NC, this includes all NC hospitals. This network will now include existing providers as well as those that signed onto the Clear Pricing Project with a \$0 copay for appointments. There are discounts for physical therapy and mental health. Dental premiums will be reduced. Visit the SHP website to find out if your medical provider is participating in the CPP (links available below).

## **MetLife**

Right now MetLife is an NC State benefit plan, but this is changing and it is now part of the UNC System. All institutions under the UNC System now have access to the MetLife plan. By consolidating all the institutions under the plan there are some price changes. In addition to being a life insurance plan they have now included Accidental Death & Dismemberment. The premium amount would be the same amount as the life insurance premium. Under the current plan, dependents are dropped at age 70 and is based on DOB. Under the new plan dependents can continue under the plan until age 85. Retirees also have access to this plan. They will pay MetLife directly to continue their coverage. If a retiree is not in the plan at retirement they can enroll in the plan at that time.

## **Updates**

Steve Norris reminded the committee that as of January 1, 2021 new employees will no longer be eligible for retiree health insurance. Any state employee hired 1/1/2021 or after will no longer have be eligible for this benefit.

**Adjournment**

Duane Akroyd, chair, adjourned the meeting at 3:37pm.

**Additional Resources Shared**

<https://www.shpnc.org/state-health-plan-clear-pricing-project>

<https://www.shpnc.org/cpp-provider-lookup-tool>