

North Carolina State University

Group Insurance & Benefits Committee (GIBC)

Wednesday, January 26, 2022

3:00 p.m.

via Zoom

Members Present: Jonathan Holloway, Jill Phipps, Jonathan Champ, Janice Sitzes, Robert Golub, Maria Collins, Duane Akroyd, Stephen Porter, Lynn Whittenberger, Katie Jennings, Heidi Schweizer, Deann Judge, Gwen Hazelhurst

Members Absent: LaToya Reed

Ex-Officio Members Present: Gareth Washington, Steve Norris, Carolyn Miller, Margaret Erickson

Ex-Officio Members Absent: All ex-officio members present

Call to Order: Jonathan Holloway, Chair, called the meeting to order at 3:02 pm.

Minutes: The committee reviewed and approved the October 5, 2021 meeting minutes.

Old Business:

Bereavement Leave Proposal

Chair Jonathan Holloway provided an update on the Bereavement Leave proposal. While the proposal for the Bereavement Policy has been endorsed by the Staff Senate and the Faculty Senate, it has yet to be endorsed by the UNC System Staff Assembly and Faculty Assembly. After consulting with Chair of Staff Senate Helen DiPietro, Jonathan stated that there will likely be no action on the proposal this year, but it will continue to be on the committee's radar. When the UNC Staff Assembly voted for their top three agenda items, the Bereavement Leave Proposal came behind salary compression, salary equity, and the removal of the 20% salary cap.

Member Jill Phipps shared concerns about the proposal being put on hold. In response, Jonathan expressed that Helen thought the Bereavement Leave Proposal would not be a priority for the Staff Assembly at this time. However, Helen did express that there seemed to be

a lot of interest from the State Employees Association of North Carolina (SEANC) regarding the proposal. Holloway will follow up with Helen to gather updates. Member Janice Sitzes, Secretary of the UNC Systems Staff Assembly, said she would also see what she can find out in the upcoming UNC System meeting. Janice believes the policy would provide a positive effect on employee retention, a concern of the UNC System.

New Business:

Life Insurance Vendor Change

MetLife to Securian Financial Life (effective 1/1/2022)

Ex-Officio Member Gareth Washington provided information on the life insurance vendor change. In 2020, the UNC System reviewed the MetLife Insurance plans for six institutions. Gareth explained that the UNC System believed it could reach a cost savings by combining the six institutions. Therefore, they combined the institutions and MetLife became a UNC System plan (rather than a NC State University plan) effective on January 1, 2021. When the UNC System believed it could reach even further cost savings by bringing in the other institutions in the UNC System, it went out for bid. Securian Life won the bid. With Securian as the new life insurance vendor, the UNC System has seen approximately a 12% cost reduction. The NCSU Benefits team has been working with the UNC System on the MetLife to Securian conversion. The conversion to Securian became effective on January 1, 2022. Active employees and retirees that were enrolled in MetLife were converted to Securian Life, and an email was sent out to notify them of this change.

The conversion to Securian offers many advantages to active employees and retirees with the new online platform, Emyrean. Emyrean allows interactive capability for employees to enroll, review plan information, view billing information, and manage beneficiaries. Emyrean also allows the NCSU Benefits team to run reports to obtain beneficiary information to ensure all employees and retirees have entered beneficiaries for their plans.

Gareth Washington provided some insight into some of the issues the benefits team has seen with retirees during the conversion. There were some issues with retirees that had group universal life or term life coverages. Some errors were also found with retirees' ages and dependents. However, Gareth stated that there have not been any problems with active employees to date. Ex-Officio Member Carolyn Miller raised some questions regarding these issues found with retirees. Gareth explained that data migration between the vendors seems to have been the culprit of the errors in the system. However, many of the errors were resolved and continue to be resolved with communication to Securian and MetLife. Gareth estimates that 10% of the retirees' converted to Securian found errors/issues with their life insurance coverage.

Special Open Enrollment for Securian Life Insurance

For employees who did not have MetLife, there will be a special enrollment period to enroll in Securian Life. Evidence of insurability (EOI) will be required to enroll for most employees. Active employees can enroll through MyPackPortal February 14, 2022 – March 4, 2022. Coverage will be effective April 1st for those who participate in this enrollment period.

Potential Changes during the Calendar Year

With the vendor conversion and combination of the institutions, there is a greater flexibility for the UNC System to add more benefits in the future. Gareth Washington informed the committee that there could be potential changes with vision or dental coverage with the rollout of this new platform. No further information is available at this time.

Business for Next Meeting:

New projects:

Adjournment: Jonathan Holloway, Chair, adjourned the meeting at 3:26 pm.