

North Carolina State University

Group Insurance & Benefits Committee (GIBC)

October 5, 2021

3:00 p.m.

via Zoom

Members Present: Jonathan Holloway, Jill Phipps, Jonathan Champ, Janice Sitzes, Monique Merriweather –Yarborough, Robert Golub, Maria Collins, Duane Akroyd, Steven Porter, Lynn Whittenberger

Members Absent: Kate Jennings, Deann Judge, Margaret Erickson, Laura Blessing, Heidi Schweizer, Steve Norris

Ex-Officio Members Present: Gareth Washington, Carolyn Miller

Ex-Officio Members Absent: Steve Norris

Call to Order: Jonathan Holloway, chair, called the meeting to order at 3:06.

Minutes: The committee reviewed and approved the February 23, 2021 meeting

minutes.

Old Business:

Bereavement Leave Proposal

The proposal for the Bereavement Policy has been endorsed by the Staff Senate and The Faculty Senate. The next step will be that the UNC System Staff Assembly and Faculty Assembly will need to endorse the proposal before we can move forward with possibly lobbying the Legislature to make that a law. Jill Phipps will update the committee after the Staff Senate meeting scheduled for tomorrow, October 6, 2021 and Lynn Whittenberg updated the committee from the Faculty Senate. The Faculty Senate is supportive of the Bereavement Policy and the idea of getting champions from across campus was discussed. Both Jill and Lynn will consult with Helen DiPietro for any feedback. The plan for now will be to wait until the budget passes. Filter out to other institutions – get other institutions on board – subcommittee for the bereavement for thoughts subcommittee created the proposal. Staff assembly meeting (in three weeks) will review the bereavement leave proposal. Our role is to inform the chancellor or provost. Most relevant is to potentially add that we are interested to our legislative agenda for NC State. Jonathan will reach out to Helen for any updates. Executive committee needs information as far as process and timing. Bob and Monique brought up the possibility of working with other universities to get information and feedback to navigate the process. Jonathan and Janice will work together to reach out to other universities to find out who the Chairs. Jonathan said the focus should be that this is a leave policy that should exist and hear are the reasons and the details will be come.

New Business:

2021 Open Enrollment

Gareth Washington updated the committee. Open Enrollment this year is from October 11, 2020 to October 29, 2020. No increase in cost for 70/30 and the 80/20 plans. 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, 2021 to complete the tobacco cessation counseling. There is no longer a vavier

Clear Pricing Project more providers and have been added to the network. For 2022, 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 to find out if your medical provider is participating in the CPP.

Dental Cost change - 2022 rates are going back to the 2020 rates with the exception of the Dental High Plan will be higher than they were in 2020.

Hyatt Legal is now MetLife – Benefits and cost remain the same
Healthcare FSAs 2022 have a maximum annual amount of \$2,750. Dependent DayCare FSAs have a 2022 maximum annual amount of \$5,000. Any remaining amount will be rolled over

Gareth informed the committee of the Information Sessions to learn about benefit changes and how to enroll. He also shared the annual enrollment website with additional resources and webinars. Link provided below.

Shorten window – 96% of eligible employees that were enrolled previously made changes last year. Weekly/Daily reminders are sent out to those who have not enrolled.

Changes to beneficiaries can be changed at any time. Employees should print their confirmation statement

MetLife

Early next year the System office is merging Met Life with six universities. There will be more discounts and a new vendor. There will be new enrollment online early first quarter 2022 for Life Insurance. It will be all online so employees can view their Insurance details. Only MetLife will be converted. MC Flex will continue for all of 2022.

Business for Next Meeting:

New projects:

Adjournment

Jonathan Holloway chair, adjourned the meeting at 4:17.

<https://benefits.hr.ncsu.edu/benefits-plans/annual-enrollment-information/>

If you would like to see the Zoom recording for this meeting here is the [link](#).