

LANSING COMMUNITY COLLEGE

May 23, 2016

Special Meeting Adopted Meeting Minutes

Call to Order

The meeting was called to order at 5:30 p.m.

Roll Call

Present: Azima, Canja, Hidalgo, Meyer, Proctor, Smith

Absent: Abood

Trustee Smith attended by telephone.

Trustee Abood arrived at 5:42 p.m.

Pledge of Allegiance

Trustee Canja led the Pledge of Allegiance.

Limited Public Comment Regarding Agenda Items

Sally Pierce: Sally Pierce, President of LCC MAHE, addressed the Board regarding the Authorization to join West Michigan Health Insurance Pool. She stated she just received the information regarding the authorization request this evening and was told it would be discussed with the Healthcare Taskforce tomorrow. She stated that although the cost of insurance is one concern, network and service are vital concerns also. Ms. Pierce stated that if the college is bargaining in good faith, why the college met with MESSA and WMHIP without the healthcare taskforce. She asked the Board to bargain in good faith and consider moving from the hard cap to the 80/20 option.

Cheryl Garayta: Cheryl Garayta, a member of the LCC Administrative Association and representative of the LCCAA Labor Coalition Healthcare Taskforce, addressed the Board regarding the Authorization to join West Michigan Health Insurance Pool. She stated that the message about tonight's Special Board Meeting came out on Friday. She further stated that although the current proposal only affects LCC's unrepresented employees, she asked the Board to carefully consider any changes that could affect member's ongoing healthcare benefits.

Gezelle Oliver: Gezelle Oliver, MEA Uniserve Director addressed the Board regarding the Authorization to join West Michigan Health Insurance Pool. She asked the Board to take its time considering the authorization to join the WMHIP before approving. She further stated that the Board is being asked to make a decision when the Health Care

Taskforce has not reviewed or considered a plan from WMHIP. Ms. Oliver stated this is a sign that collaboration and communication is not a true part of the LCC culture. She provided the Board with information, news, and comparative charts regarding the WMHIP for their review.

President Report

Authorization to join the West Michigan Health Insurance Pool (WMHIP)

Dr. Lisa Webb-Sharpe stated that in an effort to maintain high quality health insurance for employees at affordable rates, the college looked at many options including an RFP and looked at the State of Michigan to see if the college could join their self-insured program. She stated that the college has engaged Gallagher Benefits and contracted with the company over the last few years for consultation regarding the affordable healthcare act. She stated that the college administration became aware of the WMHIP recently and is confident with making the recommendation to the Board. She stated that the network and plan design will be the same. She further stated that the major difference for employees is that under the WMHIP plan the employees' share of premium costs will be half of what the MESSA premium rate would be. Dr. Sharpe stated that if the Board approves this authorization, the college would move forward with education sessions for employees and have open enrollment for employees to sign up for the new insurance.

IT WAS MOVED BY Trustee Meyer and supported by Trustee Abood that the authorization to join the West Michigan Health Insurance Pool (WMHIP) be approved.

Trustee Canja stated that the resolution in the meeting materials states that the effective date of the plan change is January 1, 2017. She asked if this information is correct. She also asked about the coordination of the deductible issue.

Trustee Azima stated that employees would have to pick this option now and pick the lower deductible so they don't suffer as much and in November during open enrollment they can pick a difference option with a new deductible options starting January 1, 2017. Trustee Azima stated that he is impressed with the lower rates, but wanted to know why the taskforce was not involved in the process.

Dr. Sharpe stated they have a meeting with the healthcare taskforce tomorrow. She stated that they had hoped to meet with the healthcare taskforce sooner, but members of the taskforce weren't able to meet until tomorrow. She stated the college is only asking to move the non-bargaining employees, which does not affect the employees represented by member of the healthcare taskforce. Dr. Sharpe stated that the college felt it was important to move sooner because of the rate increases coming in July are very steep and employees need time to plan. She stated they ask that the Board move tonight and allow employees to have the same coverage at half the cost.

Trustee Azima said he appreciates that, but the college has had a healthcare taskforce in place for years and would like to have heard from them.

Dr. Sharpe stated that if authorization is approved tonight and healthcare taskforce does not like the plan after they have heard more about it, they do not have move to that plan. She stated it only provides an option for employees to move quickly and take advantage of lower rate sooner rather than later.

Trustee Canja stated that the comment was made that the prognosis of some person's medical condition was being inquired into and there seems to be a concern for privacy. She asked if this were true, then why that question would be asked in connection with rates and coverage.

Mary Strobel stated there was never a request for a prognosis connected to a person. She stated that when outside insurance companies bid on healthcare for our employees, they need data on claims; particularly large claims. She stated that the companies need to know what the diagnosis and prognosis of those claims so they can evaluate the risk to ascertain if this will be an ongoing long term continuation claim. Ms. Strobel stated they are unable to provide the college with rates without data.

Trustee Canja stated there was also a comment that employees can't have an HSA and FSA in the same year.

Mary Strobel said that is true and is part of the tax laws. She stated that to be eligible for a Health Savings Account you have to be covered under a high deductible healthcare insurance plan.

Trustee Meyer asked what was WHMIP's financial reputation for claims payments and serving the customers in the pool.

Ms. Strobel stated that the HR employees at Grand Rapids Community College have spoken highly of WHMIP. She stated they started out with just non-bargaining employee over a year ago and based on that experience and word of mouth all of their employees are now in the pool.

Trustee Canja stated that she shares the same concern as Trustee Azima for an open collaborative discussion, but recognizes this as a trial with the non-bargaining employees and doesn't see this as cutting off the opportunity for continued discussion. She stated they she is not inclined to move away from the hard cap because the college must balance the finances of the college without burdening employees and thinks this effort to go into the WMHIP is an effort to do that.

Trustee Hidalgo asked if employees can re-establish their deductible again.

Ms. Strobel stated that under a high deductible plan where an employee spent \$800 toward their \$1300 deductible, they would lose credit for that and have to start over July

1 and spend another \$1300. She stated the third plan allows an employee to enroll in a PPO plan with a \$250 deductible and pay 10% of the balance.

Hidalgo stated that in the pass the college took care of deductibles when a plan was switched.

Ms. Strobel stated that was correct in the past, but anything that the college would help to contribute toward meeting the deductible must be counted toward the hard cap. She further stated that it would decrease the amount the college could subsidize the employee's premium.

Hidalgo stated that if the college switched to a soft cap the college could help out.

Trustee Proctor asked how many employees would be affected by this plan.

Ms. Strobel stated 62 non-bargaining employees.

Trustee Proctor asked for a Roll call vote on the motion:

Ayes: Abood, Canja, Meyer, Proctor
Nays: Azima, Hidalgo, Smith
Absent: None

The motion carried.

Public Comment

Ava Towns: Ava Towns, President of the ESP Union, addressed the Board regarding moral. She stated that in having worked at the college for over 40 years she has never seen this level of unhappiness and discontent from employees. She asked the Board to show its support of its employees by shifting healthcare from the hard cap to the 80/20 payment options to provide employees with some relief. She stated that ESP has been negotiating with the college's representative to no avail and that the ESP support staff have not received a raise in eight years. She stated that it was difficult to understand the Board's willingness to cut the communities childcare cost, but not see its own employees struggling to keep themselves afloat. She said the college negotiating team has only offered them one step of added pay to the scale. Ms. Town stated their retirement is being cut as well and this is not negotiating. She stated she is disappointed that the Board continues to attack staff of the college believing that employees should not receive a cost of living increase. She further stated that they have no option but to request mediation and asks the Board to reconsider its position.

NOTE: (At the June 20, 2016 Regular Board of Trustees meeting, Trustee Azima stated that Ms. Town felt that her Public Comments at the May 23, 2016 Special Board of Trustee meeting weren't reflected correctly. He stated that she submitted something in writing and asked if that could be inserted instead. A written copy of her statement was

given to the Board only and not the Executive Ass't. The Executive Ass't spoke with Ms. Town after the meeting requesting for copy of her statement. A copy was never received to make requested correction.)

Gezelle Oliver: Gezelle Oliver addressed the Board regarding the authorization to join West Michigan Health Insurance Pool. She stated that she would like to clear up some of the misconceptions. She stated that when there is an RFP for insurance, MESSA has supplied all the information required by law. She further stated she doesn't understand why WHIMP wants information not required by law and goes beyond what other vendors are receive to prepare their bids. Ms. Oliver stated that this looks as if this is a way for them to determine what to cover for your member; what prescriptions are you not going to cover, what facilities you no longer want your members to go to. She stated that these are the things employees believe the college is underhandedly doing to them. She further stated that if the college wanted a complete review, it should look at what Grand Rapids Community College pays their employees which is significantly higher.

Adjournment


IT WAS MOVED by Trustee Meyer and supported by Trustee Smith that the meeting be adjourned.

Ayes: Abood, Azima, Canja, Hidalgo, Proctor, Smith, Meyer
Nays: None

The motion carried.

The meeting adjourned at 6:22 p.m.

Submitted,


Executive Assistant to the Board
Benita Duncan