

BENEFITS DESIGN WORK GROUP REPORT
APRIL 13, 2021

The last meeting of the Benefits Design Workgroup was 12/10/2020 where the following items were discussed. I believe these items have been shared with the Senate body in a previous update but included again below as a reminder of that discussion.

1. Changes originally planned for 1/1/21 will now go into effect on 1/1/22, including a HDHP with HSA option, while also continuing to offer the PCA plan with HRA
2. Will consider a UL Health option for 2022 (this has now been announced in HR communications recently)
3. First day eligibility for benefits on new hires will continue as is
4. Non-tobacco user credit is now off the table. It could negatively impact our lowest earners at UL, so it's gone
5. Plan to look at additional voluntary/optional benefits, including long-term care insurance, pet insurance, identity theft insurance, etc. Any additional benefit ideas from our group would be considered
6. The salary-based contributions to HSA or HRA plans is still in the works, but Todd indicated that HR does want to do it this way. (This is referencing the tiered structure for seed money into these accounts that Jason and I have supported all along, where the lowest paid employees get the most seed money and it phases out as salary goes up)

Since that meeting, Jason and I with the support of the Executive Committee and other Committees such as COSW, Women's Center, etc. have joined together and will be raising the concern over our current IVF benefits. A \$5000 one-time benefit is woefully inadequate and we have brought this issue to the attention of HR and will bring it back as an item of discussion to the next Benefits Design Workgroup meeting. I received communication this week from Mary Elizabeth that we would be meeting again in the near future.

Jason and Rhonda