

MINUTES

University Operations - Employee Relations Committee

October 4, 2011 @ 1:30 PM –237 University Center

PRESENT Tom Anderson, Jill Brown, Brian Browning, Jim Buchan (alternate), Randy Clowers (Alternate), Rose Rita Cooper, Robert Dykes (alternate), Bonnie Frank, Eddie Golden (Alternate), Mike Herbstritt, Sharon Jackson, Jeff Maples, John Seivers, Tim Shields, Tom Spoon, Ron Tredway, and Fred Wolfenbarger.

ABSENT Rhonda Cowden, Travis Godfrey, Troy Grant, Larry Holbert, Jeff Jones, Christian McDaniel, George McGhee, Karen Valero and Mark Wagner.

WELCOME

Mike Herbstritt welcomed everyone to the meeting.

NEW BUSINESS

1. UT Hospital discount for employees – Rose Rita Cooper

Rose Rita received a question about UT employees getting a discount according to an email that was sent out, however, an employee reports that he/she has not been able to get any type of discount at the Hospital.

RESPONSE: Mike Herbstritt contacted Rob Chance in Payroll for an update on discounts available to employees at the UT Medical Center. Here is Rob's response: University of Tennessee employees receive an employee and dependent medical discount for hospital services at the University of Tennessee Medical Center located in Knoxville. The discount is a waiver of the residual hospital charges after all insurance proceeds have been applied. Effective January 1, 2011, this waiver will continue to be honored for all employees and non-Medicare eligible retirees insured under the State of Tennessee Health Insurance Programs – Partnership PPO. All other employees and non-Medicare eligible retirees (whether covered under the state program or not) will continue to receive a benefit but the benefit will be limited to a 25% waiver of residual hospital charges. Other changes effective January 1, 2011 will be an increase from \$75 to \$80 co-pay for emergency room visits unless admitted to the hospital in which case, the co-pay will be waived.

2. Concern with increased medical insurance costs – Jill Brown

RESPONSE: Mike Herbstritt noted that the rates are set by the state and the university has no control over them.

3. Season tickets holders upset about discount on single game tickets - Randy Clowers

RESPONSE: Mike Herbstritt acknowledged that individual tickets were reduced for last weekend's UT-Buffalo football game, but reminded the group that season tickets at \$38 a ticket are still a bargain when compared to the regular price at \$70 a ticket.

4. UTPD changing to 10-hour shifts? - Tim Shields
RESPONSE: Jeff Maples addressed the possibility of a change in shifts for UT police that is only being discussed now. Jeff is open to new ideas and ways of doing things if in the best interest of the department. At this point, the committee is still gathering information.
5. Question on outsourcing – Tom Spoon
Tom Spoon expressed concern on outsourcing in areas such as IT staffing as he found on the bids and proposals webpage.
RESPONSE: Ron Tredway stated that the information on the webpage on bids and proposals does not mean IT is being outsourced but may represent a specific staffing need for a particular project or program with limited duration. Jeff Maples added he would look at outsourcing only where appropriate.
6. Update on Wage Study – Randy Clowers
RESPONSE: Mike Herbstritt reported that the Sibson market survey is ongoing and Knoxville is now working with analysis of their data and meeting with the Chancellor. UT plans to work with the state on possible funding of any future recommendations. Employee salaries are the #1 priority for both Chancellor Cheek and President DiPietro.

OLD BUSINESS

None

COMMENTS/ANNOUNCEMENTS

1. Report from September 29th ERAB Meeting – Tom Anderson
Tom Anderson updated the reps with a report from the ERAB meeting, including the employee engagement survey beginning on November 1, state budget, vision insurance plan, partnership health plan, limited IRIS self-service and possible salary increases for certifications. Tom will send out the ERAB minutes.
2. Reminder for Facilities Services Reps/Alternates – Tom Anderson
Facilities reps and their alternates are invited to meet with Dave Irwin at the Employee Representative Meeting on Tuesday, October 11, at 12:45 PM, Room 110.
3. Updates – Jeff Maples commented on next year's budget and a potential 3-5% decrease in state appropriations, however, nothing will be known until after the first of the year. This year's tuition increase and budget cuts may help alleviate the need for more cuts. He added that UTK's goal to be a Top 25 institution includes an increase in graduation rates in comparison to its peers. Jeff also offered an update on ongoing capital projects, including the university center and adjacent parking garage's reconstruction with phase I in 2012-13 and phase II in 2014-2016.
4. HR Announcements – Mike Herbstritt/Ron Tredway
Mike Herbstritt reminded the group that the *2012 Group Insurance Annual/Open Enrollment* deadline is **November 1, 2011**. Contact the Payroll Office at 974-5251 with any questions. Mike reviewed the options and actions required before the deadline. Also, on behalf of Human Resources, Mike expressed his appreciation to all the employees who helped make last week's **aUTumn in Knoxville** festival a tremendous success! With this year's theme on soft benefits and perks for employees, HR hopes employees were able to learn about a benefit they didn't know was available to them.

5. Items for next agenda – Please submit questions to: Bonnie Frank, 825 Andy Holt Tower, or email: bfrank1@tennessee.edu, or call: 974-8170.

With no further business, the meeting was adjourned.

DISTRIBUTIONS

Minutes of University Operations ERC meeting on September 6, 2011

NEXT MEETING:
Tuesday, November 1, 2011 at 1:30 PM
Room 237 at UC