

Graduate Student Employment Committee (GSEC)

Minutes of March 27, 2019 meeting

Committee members present – DuBose, Faith, Goldberg, Henderson, Lingo, Popovait, Tranel, White.

Committee members absent – Gustafson, Mobley, Thaggert.

Others present – Campo, Danger, Keller, Troester, Welter.

The meeting was called to order by Dean John Keller @ 4:00 PM.

- 1) Minutes from the November 8, 2018, meeting were approved unanimously.
- 2) Updates/Announcements - In deference to the negotiation process, GSEC has not met since November. In the intervening period COGS ratified the union and signed contract terms.
- 3) Insurance benefit updates – Ms. Troester provided a handout of a draft healthcare quick facts document. It highlights what people have access to on one page. She asked GSEC members to provide suggestions for improvement in the document. The document uses technical jargon that new-to-healthcare-insurance employees might not understand (copay, coinsurance, OPM). Graduate student employees may benefit from seeing the dollar amount or percentage in which the UI contributes towards their healthcare plan. The handout will be updated over summer.

In the actuarial review of the GradCare family status potential collapse into two statuses rather than the current three (single, employee + spouse, and family) statuses. Should the employee + spouse plan be collapsed with the family plan, approximately 345 policy holders would be in the pool. The cost to those in the employee + spouse group would pay approximately \$214/month more (\$2,574/year) in premiums. This financially disadvantages those on the employee + spouse plan, the larger percentage population.

Vision Plan – Troester reports the vision plans offered to UI employees is governed by the State of Iowa (not University of Iowa) and its policies. The State of Iowa does not make vision plans available to temporary employees which includes postdocs, graduate students, and residents.

Once the quick facts draft is finalized, the dissemination process becomes significant. In addition to being a hard copy, the document is available in PDF form. Distribution channels discussed included interoffice mail, unit-imbedded drop-in hours with Human Resource specialist, mass email, and orientation. Educating graduate students about wise use of healthcare plan utilization remains an action that has the potential to benefit all plan holders. Donna Welter will explore GSEC orientation participation opportunities and report back to GSEC.

- 4) Membership transition to AY19-20 – Each mid-April the three COGS delegates are determined. This year three GSS delegates (Faith, Dubose, Henderson) are exiting. GSS President White will make plans for filling these seats. Graduate College Dean Keller will contact Faculty Senate President to discuss faculty delegates.

Meeting adjourned at 4:42 PM.