



## Draft MEETING MINUTES

|                                         |                                     |                  |                           |
|-----------------------------------------|-------------------------------------|------------------|---------------------------|
| <b>Meeting/Project Name:</b>            | Human Resources Policies Task Force |                  |                           |
| <b>Date of Meeting:</b><br>(MM/DD/YYYY) | 2/11/2009                           | <b>Time:</b>     | 4pm-6pm                   |
| <b>Minutes Prepared By:</b>             | Suzanne Richardson                  | <b>Location:</b> | Bobst Soho Conf.room 1244 |

### 1. Meeting Objective

|                                                                           |                              |
|---------------------------------------------------------------------------|------------------------------|
| Further Discussion on Retiree Medical With Jim Archer from Towers Perrin. | Margaret Meagher/ Jim Archer |
|                                                                           |                              |

### 2. Attendance at Meeting

| Name                           | Department/Division                                           | E-mail                                                               | Phone |
|--------------------------------|---------------------------------------------------------------|----------------------------------------------------------------------|-------|
| Charles Bertolami              | Dean, College of Dentistry                                    | Charles.bertolami@nyu.edu                                            | 89898 |
| Katie Casey                    | VP of Human Resources<br>EVP                                  | <a href="mailto:Catherine.Casey@nyu.edu">Catherine.Casey@nyu.edu</a> | 81245 |
| Lisa Biagas                    | Senior Director Human Resources                               | Lisa.Biagas@nyu.edu                                                  | 89808 |
| Jim Hinojosa                   | Professor and chair,<br>department of occupational<br>therapy | Jh9@nyu.edu                                                          | 85845 |
| Elise Eisenberg                | Director of Informatics & Digital<br>Support Services         | Elise.eisenberg@nyu.edu                                              | 89790 |
| Katherine Drummond             | Sr. Director of HR<br>Administrative Services                 | Katherine.drummond@nyu.edu                                           | 81904 |
| Lisa Waldman                   | Associate Dean for Faculty and<br>Administration              | Lbw1@nyu.edu                                                         | 86690 |
| Ted Madger (Not in attendance) | Associate prof of Culture and<br>community                    | Ted.Madger@nyu.edu                                                   | 85015 |
| Grace Garnice                  | Executive Director HR- Stern                                  | Ggarnice@stern.nyu.edu                                               | 80135 |



**Retiree Medical Discussion Continued**

- There are many different approaches to retiree medical eligibility. Hybrid plan at U Chicago there is a 3 year cliff. Anyone who leaves within 3 years does not own any accrued benefits. Dartmouth has the same structure.
- Harvard and Hopkins have a 2 year wait for eligibility.
- A 1 year wait is very competitive. In this environment retiree medical is worth millions.
- If you want to change the eligibility back to no wait, you can always amend the plan.
- I think it's worth looking at it at the current time because we're moving to the safe harbor plan. This has carried an additional cost. What is it about moving to the safe harbor plan means you can have this feature?
- The school of med has eliminated the waiver. This became a problem for our benefits people. We should consider waiving the waiver as well. If we make the change now it may be more accepted.



**What should we “Fast Track”**

- My knee jerk here’s some things we might have consensus on and might be able to send to the core for approval

**Banding:**

- ❖ Banding allows us to move people laterally across the university. If we were able to move people in positions identified for layoff into open vacant budgeted positions we could save jobs and hit our budget reduction through attrition. Current Obstacles to internal redeployment are the vertical classifications systems, and banding would eliminate this problem.
- ❖ All Thumbs up on “Fast Tracking” Banding

**UNUM:**

- ❖ The pilot has been very successful in reducing overtime, and FMLA time away.
- ❖ If we roll it out enterprise wide we pick up a cost save, and assure compliance with the recent legislative changes..
- ❖ All Thumbs up on “Fast Tracking” UNUM

**Severance policy**

- ❖ The current policy says if we outsource a function the employees would be entitled to severance under the plan.
- ❖ The redrafted policy would say that employees who are being picked up by the new vendor as employees will not be entitled to severance.



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|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
| <b><u>Vacation accrual Policy:</u></b> <ul style="list-style-type: none"><li>❖ 100% Thumbs up on “Fast Tracking” this change!</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                          |  |  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |  |
| <b><u>Creative Ideas 80%-20% and 9-10 month jobs</u></b> <ul style="list-style-type: none"><li>❖ Creative options to keep people employed. I will work 80% time and give back 20% of my pay.</li><li>❖ Seasonal positions.<ul style="list-style-type: none"><li>○ You’ve been told you’re position has been reclassified. Benefits continue but your job is a 8-9-10 month job instead of 12 months..</li></ul></li><li>❖ We’ve created draft policies. Policy documents are attached. Any input or thoughts are appreciated. This is about to go live</li></ul> |  |  |
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| 4. Action Items                       |                  |          |
|---------------------------------------|------------------|----------|
| Action                                | Owner            | Due Date |
| Retire Medical Conversation continued | Margaret Meagher | 03/25/09 |
|                                       |                  |          |
|                                       |                  |          |
|                                       |                  |          |



**5. Next Meeting (if applicable)**

|                              |          |              |       |                  |                           |
|------------------------------|----------|--------------|-------|------------------|---------------------------|
| <b>Date:</b><br>(MM/DD/YYYY) | 03/25/09 | <b>Time:</b> | 4-6pm | <b>Location:</b> | Bobst Soho conf room 1244 |
| <b>Objective:</b>            |          |              |       |                  |                           |