

Staff Affairs Meeting
March 21, 2011
Rasmuson Library

Present:

Megan Hoffman,
Naomi Horne
Mary Sue Dates
Dawn Derringer
Jennifer Elhard
Maria Russell
Forrest Kuiper
Shellie Umpheonour
Joyce Stephens
Carol Shafford
Kayt Sunwood
Pips Veasey
Carolyn Simmons

Absent

Juella Sparks
Amy Bristor
John Clendenin
Martin Klein
Nichole Kloepfer
Robert Mackey III
Heather Leavengood
Michael Szidolski

Approval of Agenda – Moved and Seconded

amended.

Minutes of Staff Affairs Meeting on March 10, 2011 approved as amended – Moved and Seconded

Item 1) Decision to meet at 9 a.m. to 10 a.m. bi-weekly, the 1

reached. Next two meeting held will be on April 7th and April 21st.
st and 3rd Thursday of each month was

Item 2) Each member of the Staff Affairs Committee will print their copy of minutes and agenda before each meeting.

Item 3) Smoker Surcharge for FY13

Discussion

Jennifer Elhard, (Seward) speaks in favor of having the surcharge in place. Smoking causes cancer, cancer causes our health care costs to rise.

Naomi Horne speaks against having the surcharge in place.

Carol Shafford speaks in favor of having the surcharge. One of the things brought up at the last meeting is that it is more dangerous for non-smokers than smokers. I would like to see a smoke free campus. Why should we help pay the extra cost on our insurance for smoking if we don't smoke? Why should the rest of us help support their habit?

Jennifer Elhard speaks in favor of having the surcharge. CDC research shows an average of 3,500.00 dollars in health care costs per employee per year to hold a smoker on their plan. It is a lot of money that we have to pay to have smokers on the plan. Another thing, my brother in law's company does something completely opposite; they give financial incentives to people who do not smoke. It is not a penalty to smokers, but it is a reason to not smoke.

Carol Shafford: Public Fire Services do not hire smokers because they cannot tell if you die, if you have been exposed to smoke in a fire or carcinogens from your cigarettes and your family will not receive the workers compensation that would normally go to the family of a non-smoker.

Naomi Horne: It is a very large discrimination issue to not allow smokers to work at the university...Whether or not we like for people to smoke, to discriminate based on a behavior is reprehensible. Those are private corporations and we are a public university.

Unknown speaker: I'd like to call for the question.

Naomi Horne: Would everyone feel ok with moving forward on this vote?

Naomi Horne: I propose the motion to pass our motion Requesting the University not implement a surcharge relating to smokers for the FY13 healthcare plan. We are only speaking to one year.

7 Ayes

3 Nays

Jennifer Elhard Carol Shafford, Dawn Dearing - phone votes

Item 4) Spousal surcharge. We need a volunteer to draft the spousal surcharge motion. This motion would request the University not implement a surcharge relating to spousal insurance for the FY13 Healthcare plan. ~~By order of the Board of Trustees, 2013-14, 13.03(o)-1(u), 13-1.21(s)-1(p)3.26~~

Naomi Horne: The incentive is to have university employee spouses that have insurance available through their own company to use it instead of the university.

Maria Russell