



VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

Blacksburg, Virginia 24061

DEPARTMENT OF PLANT PATHOLOGY AND PHYSIOLOGY

October 17, 1980

Virginia Polytechnic Institute and State University

University Employee Benefits Committee

Minutes of October 15, 1980

The Committee met at 3:00 p.m., in the Graduate School Conference room, Sandy Hall.

Members Present: F.M. Aache, G.H. Beyer, W.L. Brant, A.T. Butt, E.R. Collins, L.D. Moore, M.E. Ridenour and A.E. Thompson.

Guests: M.B. Boisen, P.H. Hall, D.D. Martin and P.B. Sheldon.

Minutes of the May 27 and July 11 meetings were approved as distributed.

Chairman Moore announced that the purpose of the meeting was to bring the committee up-to-date concerning the activities of the past year and to outline some possible goals for the 1980-81 year.

University Benefits Officer D.D. Martin reviewed some of the activities in which his office has been involved recently. He reported that:

1. Employees over 60 must now participate in the life insurance program.
2. Virginia Tech employees can now purchase BC/BS coverage for the 3 month period after which they resign from the University.
3. Beginning July 1, 1981, day-one coverage by BC/BS should be available.
4. The date of employment is now the start of the waiting period for BC/BS coverage, for those who do not initially enroll in the BC/BS program.
5. Cost of ADD has been reduced 10% and the amount of coverage one can obtain has been increased.
6. The State now has a deferred compensation program.
7. To improve communication between the Employee Relations Office and the staff, he now prepares a news article for publication in Spectrum each week.

Areas of concern to Mr. Martin at the present time include: Tax Sheltered Annuities, the Workmen Compensation, short term disability insurance and long term disability insurance programs.

There was extensive discussion concerning benefits to survivors of employees under 55 who died. It was noted that VSRS returned only the employee's contributions plus 4% interests to the survivors.

Chairman Moore reported that W.K. Ghee and D.D. Martin are reviewing the TSA program. A.B. Mandelstroom and D.D. Martin are serving as a subcommittee on Long Term Disability Insurance. Both of the subcommittees will report to Employee Benefits Committee this year.

Chairman Moore reviewed the actions being taken concerning the proposed new sick leave policy. The new policy has been sent by President Lavery to CFA and the Faculty senate. Moore will meet with CFA on November 6.

P.B. Sheldon reviewed his activity concerning VSRS and TIAA. He noted that TIAA should be effective July 1, 1981. Employee contributions to TIAA will be 5% while employer contributions will be 4.67%. The need for extensive education concerning the TIAA and VSRS programs was noted.

The committee members were asked to outline areas of possible interest for the 1980-81 committee. Of interest included:

1. Tax sheltering of employee's contributions to the VSRS
2. Professional liability insurance
3. Legal counseling
4. Possible improvements of BC/BS coverage

Chairman Moore asked that the committee meet in November to develop goals and establish subcommittees.

The Committee will meet Tuesday, November 11, at 11:00 a.m. in 327 Burruss Hall.