

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

Minutes

University Benefits Committee
January 21, 1982

Alan Mandelstamm, Betty Campbell, Travis Poole, Eldridge Collins,
Phil Sheldon, Larry Moore, Doug Martin, Ray Dickman, W. R. Van Dresser,
Roland Wheeler, Cherie Oneil for Sam Hicks, Marion Asche, Phil Hall

1. Announcement:

Dr. Larry Moore welcomed new members to the committee

2. Approval of Minutes

Benefit Committee minutes of November 24, 1981 approved as distributed.

3. Faculty Sick Leave:

The period for selecting the new or old faculty sick leave programs
has been extended to February 5, 1982.

Discussion regarding the coverage of Research Associates by the New
Faculty Sick Leave program was held. It was explained that the current
program states that faculty (including Research Associates) appointed
for more than six months are covered. Members of the Employee Benefits
Committee acknowledge the funding and position problems associated
with the granting of sick leave to grant funded personnel; however,
the solution will need to be provided by administrative personnel
instead of members of the benefits committee who serve only in advisory
capacities.

Classified Employee Sub-Committee

The proposal of December 15, 1981 (copy attached) that provides the
guidelines for establishing the Sub-committee for Classified Employees
was approved and is to be forwarded to President Lavery.

The composition of this sub-committee was discussed with the Benefits
Committee with the request from the Chair that the composition of the
committee be such that all classified are adequately represented.

The revised draft, which has been approved by President Lavery, is
attached.

(OVER)

Tax-Shelter Annuity Survey:

A study of individual tax shelter annuity programs is under way with questionnaires to be returned by individual companies in February 1982. The state Deferred Compensation Plan is to be included in this study.

Blue Cross/Blue Shield Sub-Committee:

Dr. Alan Mandelstam will chair this sub-committee. One question to be pursued "Is Blue Cross/Blue Shield the only carrier being considered at this time."

Long-term Disability Plan:

Dr. Roy Dickman reporting. The following recommendations were offered:

1. It is recommended that the existing franchise plan not be discontinued by the state, if and when new long-term disability plans are approved.
2. That Continental Insurance Company (the current franchise carrier) be requested to retain interested faculty in their program.
3. That the President establish a faculty oversight committee for monitoring the faculty long-term disability plan.

Dr. Moore is to check with Mr. Albin Butt regarding participation by classified employees.

Should participation by classified employees be mandatory is one issue to be discussed.

Dr. Roy Dickman and Dr. Phil Sheldon will prepare the guidelines for determine rate structure for the LTD program.

There being no further business the meeting adjourned.