EBAC Meeting – March 2015

Agenda –

1. Welcome / Introductions – EBAC Update
2. ACA Committee Notes and Policy Draft
3. Tuition Exchange Program Expansion
4. Tuition Waiver for Ed.D
5. Emeriti Re-Hire Access Issue
6. Wellness Discussion
7. Next Steps and Future Topics
This communication strategy documents the implementation process of Saint Mary’s College’s ACA eligibility compliance initiative.

ACA implementation team (In-progress)
- ACA implementation team developed set of recommendations based on internal assessment and external benchmarks
- Team consisted of HR, Business Office, Academic Affairs and Athletics & Rec. Sports
- Engaged SMC Benefits Consultant for expertise and program management guidance

Begin rolling our draft ACA policy (In-progress)
- Initial draft recommendations presented to EBAC (January, 2015)
- Feedback shared with ACA committee for discussion
- Prepare 2nd draft for EBAC’s March, 2015 meeting

ACA draft policy shared with key stakeholders (April, 2015)
- Draft ACA recommendations shared Pete Michell and Beth Dobkin for review/edits
- Next draft shared with full Cabinet for approval
- Final draft rolled out to FWC, Academic Senate and Staff Council
- ACA final policy may be subject to union negotiations

Begin ACA implementation plan rollout (May, 2015)
- Begin ACA roll out and implementation
- Ensure timeline is in accordance with ACA regulations / requirements
- Communicate ACA policy guidelines in Campus Bulletin, HR, Business Office and Provost web site
- Consider other communication venues

Measure results and modify as needed (Sept. 2015)
- Assess outcomes from initial roll out launch
- Make modifications as needed
- Build in measures of accountability with Benefits, Business Office, union, etc.
Projected Benefits Eligibility Changes

**Current**

1. Receive prorated benefits when 5 courses are taught (Faculty)
2. Lecturers are offered prorated benefits when they teach the 5th course (Contingent Faculty)
3. Staff become eligible for prorated benefits at 20 hours per week, and full benefits at 30 hours per week (12 months) (Staff)
4. Non teaching compensation paid via stipend (Faculty & Staff)
5. Student workers are paid hourly and on average work less than 30 hours per week (Students)

**Future – July 2015**

1. Receive full benefits when 5 courses are taught (Faculty)
2. Eligibility reviewed each July for prior fiscal year and full benefits offered on August 1 of new academic year. (Contingent Faculty)
3. Staff become eligible for full benefits at 30 hours per week (12 months) (Staff)
4. Non teaching compensation paid via stipend with course equivalency applied by formula toward eligibility (Faculty and Staff)
5. Student workers are paid hourly and on average work less than 30 hours per week (Students)
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Why are these changes be made?

These changes are required:

• The ACA is a federal mandate administered under the U.S. Treasury Department

• The college will be subject to periodic audits conducted by both the IRS and DOL

• There are significant penalties assessed for non compliance

• An opportunity to ensure benefits are offered to employees who work a significant amount of time for one employer

• Designed to provide affordable health care coverage to millions of American workers

These changes are not:

• A program the College can choose to ignore

• Designed to reduce current SMC benefit programs

• Going to make SMC less competitive with regard to recruitment of faculty and staff

• A major departure from how we administer our benefit programs today
Tuition Exchange Program Expansion

> The Faculty Senate voted to double the number Exchange Program awards from 2 per year (eight total) to 4 per year (16 total)

> The EBAC should comment on this action
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Tuition Waiver for the Ed.D program has been approved by Chris Sindt and Beth Dobkin

The EBAC should comment and provide input
Emeriti Retiree re-employment limitation –

Emeriti has advised the college that due to the ACA if a retiree returns to work as an ‘active employee’ they MUST stop receiving Emeriti benefits or otherwise the entire Emeriti program would lose its qualified status.

Staff and General Counsel are working on this with Emeriti and the Provosts Office. More to follow.
Wellness Initiative Update

Interest Survey Results

On Campus Resource Inventory

Initial Program Ideas
Wellness Exhibits

<in production, will be included in packet at meeting on MAR 18>
Future EBAC Meeting Schedule:

May 13 – 2:45 – 4:00
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Future Agenda Items:

ACA Updates

Emeriti Issues

Phased Retirement

Other…. Please let us know what other issues we should be addressing