Minutes
December 10, 2013
Guild Office

Joint Labor/Management Benefits Committee - *Dr. Armida Ornelas, Chair, JLMBC

MEMBERS
Jim Adams, LA/OC Building & Construction, Trades Council
Galen Bullock, SEIU Local 721
Velma J. Butler, President, AFT College Staff Guild, Local 1521A
Marvin Martinez, ELAC/President
Dr. Annie G. Reed, Teamsters Local 911
Diva Sanchez, SEIU Local 991
Joanne Waddell, President, L.A. College Faculty Guild

ALTERNATES
*Dorothy Bates, AFT College Staff Guild
*Dr. Annie G. Reed, Teamsters Local 911
*Don Sparks, AFT Faculty Guild
*Ken Takeda, Administrative Representative

RESOURCES TO THE JLMBC
Nancy Carson, Retiree
Phyllis Eckler, Adjunct
*Barbara Harmon, Retiree
Ethel McClatchey, Retiree
*Leila Menzies, District Office, Business Services
Stacey Allen, District Office, Business Services
Amy Roberts, Adjunct – present via telephone
*Katrelia Walker, District Office, Human Resources

* Denotes “Present”

I. Call to Order  add to Feb. agenda – attendance sheet
II. Approval of Agenda – no quorum
   A. 11-12-2013
   B. 12-10-2013

III. Approval of Minutes
   A. 10-8-2013
   B. 11-12-2103

IV. Public Comments
V. Wellness
A. Longevity Wellness Program Overview - The focus for this coming year is education for wellness related health issues. Offer screening services to all district employees. Lou Weiss from Longevity gave us an overview about his company and services. Longevity works with 30 different community colleges. Longevity gets invited by the employer, so they can get good participation on campuses. Thirty physicians volunteer their time for no compensation. The company works on early detection for the greatest premature killers in US: heart disease, cancer and strokes. Cedar Sanai uses Longevity for these services, which are not available through a regular annual exam. The screenings are easy, safe, use no radiation, no mammograms, noninvasive and is a 1 hour program. The cost to the district is $250 and is covered by HRA benefits. There are no out-of-pocket expenses for employees. These services save a life for every 1 out of 500 people. Lou gave an example of how they saved a life by finding a tumor that the employee wasn’t even aware of. “Early intervention” is the key. Enhancing wellness, via seminars. Send out a team to campus/office (1 hour). Longevity is already booked through March (we should pre-book for now due to reserving space). Longevity will be here On December 12th if anyone is interested to participate. The screenings are ultrasound oriented. They screen for specific problems with the kidneys, gallbladder, spleen and thyroid. Insurance companies cannot afford to offer this service ($4000/carrier, 8 hours vs. $250/longevity, 1 hour). Longevity is a small organization, limited resources. Website: www.EDSL.com.

Group Discussion – the group is uncomfortable with having a vendor come in. The coalition worked with Longevity since May. (There are also issues with excluding the JLMBC from the discussions.) LACCD Coalition for Wellness needs to support this. However, Longevity has previously gone out to the campuses and offered
their services. A comment was made regarding any vendors that come presumes JLMBC endorses which can lead to legal ramifications. Committee has not agreed to allow vendors to go on campuses. **KEEP ON AGENDA.** Any listings that Lou can provide can go to WFIS and legal counseling. This will fit in with the Wellness Services. Davenport is coming on the 16th at 1pm.

**B. EAP RFP Update** – we attended our first EAP Task force RFP meeting. Dorothy, Velma, and other campuses will meet again in January. We will send optional dates so all can meet. Services offered/needed and performance were discussed. Training hours were discussed. Contract currently offer minimal hours for certain services. We need to review the onsite services offered such as conflict resolution through a counseling strategy, and types of work life services. How do we publicize/educate members? We need to wrap up everything by Jan. meeting. RFP is for a July 1st effective date. Decide by March Scope of services offered was discussed and finalized at next meeting then we go back to WFIS. WFIS will do RFP, need contract/amendment/billing. 7 people including EAP coordinators from campus attended.

VI. **Health Benefit Unit Report**

**A. Fall 2013 Annual Open Enrollment Update** – Andy Duran presented the annual OE report.

Page 4 – Pie chart shows who are in the different plans. PERS Care & Kaiser were the main plans. Page 5 - Dental – Delta PPO main plan

Page 6 – Vision Plan – Standard plan was main plan. WFIS will ask if the “TruHearing” utilization can be tracked.

Page 7 – Blue Shield Selections

Page 8-PERS Choice PPO LA was main plan.

Page 9 – Kaiser LA main plan.

Page 10 – Anthem HMO more than Healthnet

Page 11 - New Enrollment for 2014 Totals - not in plan in 2013, now in 2014

Page 12 – Dental/Medical new enrollments

Page 13 - Vision new enrollments

Page 14 - Plan enrollment changes overview (dental/medical/vision)

PERS Choice went to PERS Care. 56 total

For dependents turning age 26, HR tracks and sends out a notice to member and offers Cobra.

FYI: No classified inquired/Usually adjuncts call in due to different ports/browsers/

Question: Pg. 2 - how does this compare to other years? Leila is getting this info. How do we get CalPERS Retiree data? Andy will ask to find out how many employees are on the plan. Andy will work with Leila (have access to pull reports from site) - PUT ON PARKING LOT FOR RETIREE breakdown of participation similar to actives Overall enrollment with what retirees are in what plan and dependents. Andy will send out electronically.

**Leila’s Data Report** – shows participation by plans broken out by Actives/Adjuncts/Retirees. Shows more adjuncts enrolled. But total enrollment went down. Leila will send out electronically to everyone.

**B. GASB Funds Update** –

1. Include on Timeline for July.

2. Add timeline to handouts. (Terri)

3. Page 2 – shows 2 investment funds. GASB requires money to be in “irrevocable trust” (this is in reference to the relationship between the 2 accounts: using investment in LA County and going into the Irrevocable Trust.) This trust must be used to cover premiums for retirees. 1.92% of total salaries like (COLA) are taken out. CalPERS (from Blues, not Kaiser) gives a subsidy for the Medicare Part D which we put into GASB. GASB is the method how to pay for future medical costs. ACA does not involve Retirees. 2 separate calculations.
ACA adds a 3% and is in the current CalPERS rates. But ACA does effect the overall calculation. Do you have the last actuary report? AON did this before. We should review the report with the district. There is a requirement that the report has to be done at a minimum every year, and at least every 2 years. Leila will research. We want the latest GASB Actuary Report actuary will include liability. Include this item in PARKING LOT list.

C. FSA (Health Care Account only) Rollover – Status. The Board will vote on Wednesday. We need the current FSA Plan Document. No one has this document internally. Katrelia will search her emails and if she cannot find it WFIS will assist. This will be an additional charge by WFIS. Beverly Martin does not have it. We have the POP plan. We will need to create one if we don’t have it.

VII. Health Benefits Satisfaction Survey

A. Direction and Feedback – no one has responded. More wellness, chiropractic, feedback. Trends comments needed for Newsletter. Review the comments. Leila/WFIS will resend a reminder.

VIII. Communications Committee Update

A. Website Development – hired temporary help. Catherine Flemming was hired for a week now. Reviewed the notes from the last CC meeting to organize the new website. Sub-sites are being created. But has 2 job interviews. Her assignment ends in February. Once website is developed, Lisa will be updating it. Comment: 457s 403bs Supplemental Retirement information is hard to find. Master Benefit Agreement can be a resource for the 457 language.

B. Next Meeting – 12/17/2013 @ 10am. Need agenda. Content for the Newsletter, then first draft in January. Content will be sent out electronically.

IX. Board Resolution on Health Care for Students - KEEP ON AGENDA. 2/18 WEST is having something. Joanne wanted a better sense of what others are doing for students. Outreach efforts. Students have “injury accident insurance”.

X. Adjourn – 11:35.

Reminder: January meeting cancelled; next meeting scheduled on February 11, 2014