

FEC-6 +3 Minutes October 12, 2007

Present from FEC-6: Una Bray, John Brueggemann, Dan Curley (chair), Patricia Rubio (scribe), Mason Stokes.

From FEC +3: Mark Huibregtse, Mehmet Odekon, Sue Bender

1. FEC-6: amended and approved the Minutes for the September 29 meeting.

2. Faculty representation on IPPC Subcommittees.

Dan will ask Sue Blair to better track participation on IPPC's standing subcommittees; FEC will also suggest to the President to list vacancies for such subcommittees on the Omnibus list. For now, and given that we are in the middle of Round 1, Dan will inform Pat Oles, Mary Lou Bates and Barb Krause that they can fill the available slots in Student Affairs and Admissions subcommittees without resorting to a Willingness to serve. This stopgap measure will not constitute a precedent.

FEC-9:

Visit by Mike West to discuss the process administration intends to follow towards the implementation of changes to the retirees' health benefit package.

- Mark Huibregtse informed on the substance of Mike's report to IPPC.
- The changes are being driven by the significant liability posed by the existing plan; also by the fact that when we compare very favorable to the plans offered by other colleges; an additional reason is that the administration has pushed back the implementation of the second phase of additional employee contribution to the health care plans, which the BOT approved several years ago.
- Mike reported that his office is still considering process questions, i.e. how to best inform and consult with the community. He is considering two (identical) community meetings this fall.
- In terms of the plan, the toughest issue in his opinion will be the transition period. There is also much work to be done regarding the bookends. The present April 1, 1999 date will probably move, but employees hired beginning in January 2008 will not be eligible for retiree health benefits. It will take many meetings to decide how to handle the transition period. The change to the plan is on the '07-'08 Strategic Action Agenda and the administration will act on it. The BOT will hear of the plan at its next meeting.

Members of FEC requested transparency in the process, access to the data, a process that will allow for lay folks to understand the reasons for the change and the implications of the new policy. FEC members also expressed the need for the community to know what the legal and financial drivers are, and what our peers are doing. We need to insure that there are many opportunities for dialog and input "before the train leaves the station". One member underscored that healthy discussion

is best when everybody is informed. FEC will further discuss the process on how to best inform the faculty and request its input before the proposal reaches the faculty floor.

Mike expressed concerns regarding confidentiality. He would prefer to keep the discussion at the committee level; he will work with IPPC and will meet with FEC again if necessary.