

InTouch

UNC Employee Forum News

Volume 1, Number 5 July/August 2000

From the Forum Office -

The Forum's delegate elections are just around the corner. Employees should receive ballots by next week. Ballots are due back to the Forum Office (Campus Box 3488) by Friday, September 22.

In response to popular demand, the Forum has asked candidates to submit biographical sketches so that Employees can gain more knowledge about the candidates. These sketches are located on-line at <http://www.unc.edu/staff/forum/biosketches.html> Also, Employees can call the Forum Office at 962-3779 to obtain a copy of the sketches through the mail.

Many thanks to every Employee who agreed to run as a candidate this year. Let us remind you all that any Employee can volunteer to serve on any Forum committee of their liking. This option might be just right for Employees interested in Forum service but lacking the time to serve as a full-fledged delegate. Employees interested in serving on the Forum's Career Development, Communications, Employee Presentations, Nominating, Orientation, Personnel Issues, Recognition & Awards or University Committee Assignments committees can sign up by e-mailing the Forum Office at forum_office@unc.edu or calling 962-3779.

Please look for letters describing activities associated with University Day this year. This will indeed be a special occasion as it will mark the formal installation of James Moeser as the University's Chancellor. As has become common practice, University staff will be asked to participate in the processional of officials preceding University Day festivities. Staff interested in processing will receive further information in the mail in the next month. As always, the Forum's Recognition and Awards committee is pleased to work with University Special Projects to organize the staff processional.

InTouch: UNCEmployeeForumNews

InTouch is published ten times per year and covers news from the Forum as well as questions and concerns from the Staff. We hope you enjoy it and find it useful. If you have any questions or comments, please let us know. This newsletter is compiled by the UNC Employee Forum Communications Committee and is edited by Suzan deSerres (sdes@med.unc.edu).

Forum Meeting News

At its July meeting, the Forum discussed possible revisions to its Orientation and election processes, and explored revising its guidelines to better reflect current operations.

McCoy Gets Pinned

On August 2, the Employee Forum wished retiring Chancellor William O. McCoy well, presenting him with an honorary resolution and gift lunch box. Forum Chair Joanne Kucharski and past-Chair Jane Stine presented McCoy with the first, newly minted, Employee Forum lapel pin. Current delegates then had the honor of receiving their pins directly from the Chancellor. Former Forum delegates interested in receiving a Forum pin should come by the Forum Office (Room 200A Carr) or email the Forum Assistant at forum_office@unc.edu. Please include your campus box number in this communication.

The Forum heard greetings from new Faculty Chair Sue Estroff and Interim Provost Richard Edwards. Both Estroff and Edwards expressed their appreciation to Chancellor McCoy for his service to the University and their desire to work with the Forum in partnership for the future.

Chair Joanne Kucharski updated the Forum on prospects for eliminating staff tuition for summer school classes and staff payment of University admissions application fees. The Forum plans to distribute to all staff a flyer describing Employee/Supervisor responsibilities in staff training.

University Committee Openings

The following two University Committees have openings for staff members. If you are interested in serving on one of these committees, please complete the form on the Employee Forum web page by clicking on "Sign up for a University Committee!" or contact John Heuer, Chair, University Committee Assignments, UNC Employee Forum Office. You are not required to be an Employee Forum Delegate to serve on a University Committee.

The Sexual Harassment Advisory Committee: Advises the Chancellor on issues related to sexual harassment. The committee meets monthly during the academic year. Generally, committee members are appointed for a two-year term. Committee Chair: Joanna Carey Smith.

University Academic Calendar Committee: Provides recommendations to the Chancellor on the opening and closing dates for each semester and summer term. The committee recommends specific days for orientation, registration, classes, reading, examinations, holidays, and commencement activities. Meeting schedule: Normally once or twice in February each year. Coimmittee Chair: David Lanier, Registrar.

Your Forum Delegates

are here to help you. Please feel free to contact one of us or the Forum Office if you have comments, questions, or issues for discussion by the Employee Forum.

Delegate	CB#	Phone	Div
Forrest Aiken	1800	2.1145	2
Brenda Ambrose-Fortune	3914	2.0153	1
Chris Barfield	7470	6.7328	6
Terry Barker	7450	6.4451	5
Anita Booth	3914	2.0153	1
Maceo Bullock	1060	2.5014	2
Suzan deSerres	7210	6.8548	8
Deedra Donley	7321	2.8886	5
Kathy Dutton, Vice Chair	1040	2.3895	9
Monisia Farrington	7000	2.3957	7
Linda Ford	7450	6.2731	5
Jeffery Fuchs	3320	2.5695	1
Karen Geer, Secretary	1090	2.9043	6
Dorothy Grant	3385	2.1191	7
Tracey Haith	7400	6.3245	5
John Harris	1800	2.2069	2
Mike Hawkins	3420	2.5390	8
John Heuer	1800	2.9023	7
Dianne Hill	3100	3.9689	4
Tom Jenswold	1800	2.2069	2
Andy Johns	1150	2.5927	8
Karen Jordan	7360	6.3039	5
Ramona Kellam	7455	6.3541	5
Charlotte Kilpatrick	7280	6.0551	5
Joanne Kucharski, Chair	2100	2.6092	8
Ruthie Lawson	1020	2.2591	4
Bobbie Lesane	7471	6.3658	6
Dave Lohse	8600	2.7257	1
Denise Mabe	7585	2.1389	7
Jill Mayer	7585	6.0960	1
John Meeker	7360	2.0031	8
Margaret Moore	7585	2.0703	1
Ken Perry	8600	2.7496	2
Lynn Ray	7570	6.4589	7
Cathy Riley	8040	2.7355	7
Rickey Robinson	1800	2.5086	3
JoAnna E. Smith	3490	2.3533	4
Rita Stone	7570	6.5287	5
Cindy Stone	3450	2.2571	8
Sheila Storey	7450	3.7251	9
Darian Sturdivant	1800	2.1086	3
Joanne Terry	3914	2.0171	4
Robert Thoma	1800	2.9026	7
Elaine Tola	3450	2.9434	8
Susan Toppin	3100	2.9269	7
Michael Ullman	7590	6.9003	8

If you would like to make general comments concerning the newsletter or help us identify specific issues or topics to be addressed, please direct them to Matt Banks at the Forum Office or to Suzan deSerres, Chair of the Communications Committee.

The University of North Carolina at Chapel Hill THE EMPLOYEE FORUM

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CONTACT US !



UNC Policy Response:

STATUS OF THE STATE HEALTH PLAN

In a presentation given July 14, 2000 to University employees, Dr. Jack Walker, Executive Director of the State Health Plan since November 1999, answered some questions about the Plan.

What is the financial condition of the State Health Plan?

The Plan lost \$46 million in the last fiscal year, and that was after a 30% premium rate increase. The Plan's actuary forecasts loss for this year of between \$140-150 million. For fiscal years 2001-2003, we will potentially need approximately \$600 million in additional funding for the State Health Plan. Does this mean that premiums will go up? Yes, that is a possibility. Will there be a decrease in benefits offered by the State Health Plan? Yes, it is quite probable that you will see a decrease in benefits offered by the State Health Plan.

What are some of the most recent legislative changes to the State Health Plan?

The Pharmacy Bill, known in the North Carolina Legislature as Bill 1855, concerns the dispensing fee the State Health Plan pays to pharmacies to fill prescriptions. In the past fiscal year, the State Health Plan paid a \$6 fee for each prescription filled, in addition to the cost of the drug. The average dispensing fee in the Southeast is roughly \$2 per prescription. The State Health Plan pays to fill between 5-6 million prescriptions per year. In addition, we get a 10% discount on generic drugs. In Louisiana, where I was before coming to North Carolina, the state received 50% discounts on generic drugs. Bill 1855 proposes that for the next 12 months that we pay a \$4 dispensing fee per prescription and provides for a better discount on generic drugs. Then after 12 months the Plan can negotiate for the best price. One other significant legislative change is Senate Bill 432. This bill will allow annual pap smears as a wellness

benefit. Before this bill, only women 50 years of age or older could get a pap smear once a year. Women 40 or over were covered only every two years, and those under forty, every three years.

Why are HMOs dropping out of participation with the state?

The emphasis of HMOs has shifted from gaining market share to improving profits. The state program has not been profitable for HMOs. One of the main reasons that HMOs lose money is because their benefits are 10-15% better than the State Health Plans.

Can I waive/decline my health care coverage with the state?

You may decline coverage with the State Health Plan. You may participate in a health plan that is offered through your spouses' employer or you may purchase your own insurance coverage.

What is the most I would have to pay out of my pocket in a single plan year (July-June)?

Under the current State Health Plan you would be covered for your eligible medical expenses minus a \$250 deductible and a maximum \$1000 co-insurance. You will not be balance billed if you use UNC physicians and hospitals. Currently with the State Health Plan you are covered for up to \$2 million for a lifetime. This is generally not a problem, as very few people have ever reached this cap.

What are you doing to control costs?

In addition to trying to control prescription drug charges, we are also trying to negotiate lower provider fees. We need to purchase provider/physician payments at a lower rate. Currently we pay 50-60% more than the Medicare rate. We need to reduce this gap and get the percentage down to 20% more than Medicare, if possible.

What are the demographics for the State Health Plan?

The average age of the State Health Plan participant is 51. Two thirds of the enrollment in the State Health Plan are women, yet 50-51% of the general population are men. Women utilize physicians and health care much more from ages 17-55. After age 55, men utilize health care more. At age 65, Medicare becomes the primary payer for retirees.

Fellow Employees: We need your help! Now is the time to elect delegates to the Employee Forum! You should receive your ballot in the next week. Be sure to fill it out and return it by campus mail. You can find additional information about nominees on the web at <http://www.unc.edu/staff/forum/biosketches.html>.