

Benefits Committee
November 22, 2024
Minutes

1. Introductions to welcome new members
2. Housekeeping: 2024-25 charges updated
 - a. Nancy will check website to see if changes are reflected.
3. Approval of October minutes
4. Presentation by Samantha Schaefer, Manager of Healthy IU Workplace Wellness Program
 - a. Wellbeing and Work-Life Survey, <https://healthy.iu.edu/campus-programs-services/university/workplace-wellness-survey.html>
 - i. All faculty and staff surveyed
 - ii. Results weighted by faculty/staff, gender, and race
 - iii. 19% participation
 - iv. Summary of results
 1. Mental health and social connections are worse since COVID began
 2. Mental health is more important to people since COVID began
 3. More people report high levels of stress
 4. 60% consider work a moderate or major source of stress; next highest was current events at 45%
 5. 1/3 of respondents expressed feeling of burnout
 6. Anxiety, depression, and social isolation have increased from 2019
 7. Effect of stress on health is up from 2019
 - b. Social connection groups, <https://healthy.iu.edu/worklife/social-connection-groups/index.html>
5. Discussion of faculty policy on parental leaves
 - a. No more than two in five years can be problematic b/c people can have more than two pregnancies in five years.
 - b. 6-week medical leave still available though.
6. Open enrollment update by Christan Royer
 - a. Increase in long-term disability enrollment
 - b. Cigna Dental
 - i. Concerns about Bloomington in-network dentists: Cigna's renegotiations are underway
 - c. Specialty pharmacy change to Archimedes
 - i. Letters and voicemails from Archimedes are legit – Archimedes is working to onboard people
 - ii. Under Archimedes, co-pay assistance, if used, is not counted toward deductible and out-of-pocket limits.
 1. This is better for equity across employees (if co-pay assistance were counted, an employee on a specialty drug would hit their deductible/out-of-pocket while only spending, say, \$20).

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2. Seems to be the correct approach to co-pay assistance in light of conflicting advice from CMS and IRS in order to preserve employees' access to HSA.

Respectfully submitted,

Susan deMaine