

University of Maine System  
Board of Trustees Meeting

Zoom Meeting  
January 4, 2021

**Human Resources & Labor Relations Committee Meeting**

**Present:** **Committee Members:** Sven Bartholomew; Chair, James Erwin, Mark Gardner, Trevor Hustus, Trish Riley, Michael Michaud, and Sam Collins. **Chancellor:** Dannel Malloy. **Presidents:** Joan Ferrini-Mundy and Rebecca Wyke. **Staff:** Carol Corcoran, Ellen Doughty, Ryan Low, Laurel Hyle and James Thelen, **Others:** Tracy Bigney, Susan Cameron and Rachel Piper

**Absent:** Betsey Timm.

Trustee Bartholomew, Chair, called the meeting to order and welcomed everyone. The Clerk performed a roll call of the Committee members present.

**Retiree Health Plan Update**

UMS Chief Human Resources Officer (CHRO) Carol Corcoran and Retiree Health Insurance Ombudsperson Tracy Bigney provided an update on the status of the Retiree Health Insurance Plan. Ms. Bigney explained that it has been six weeks since UMS made the decision to allow participants in the retiree health plan to remain with Aetna or transition to the Aon marketplace. Currently there are 65% of the participants enrolled in the Aetna plan and 35% of the participants have transitioned to the Aon marketplace plan. She explained that changing health plans is a complex process with many variables and factors that need to be considered. It was a difficult period for the participants who were engaged in the health plan transition. Ms. Bigney commented that retirees indicated there were many confusing communications that were be distributed and it was a very stressful time. She express appreciation to the UMS Benefits Center who have responded to hundreds of calls and emails during this period. The retirees really appreciate the decision to allow participants to continue with the Aetna group plan.

CHRO Corcoran explained that we have fine-tuned the communications. UMS needs to do a better job at preparing participants when this type of change occurs. Ms. Bigney indicated that there is still a high call volume, but for the vast majority of participants they are satisfied with the selection they have made. CHRO Corcoran indicated that all individuals in the Retiree Health Plan were contacted and have selected a health care plan. The individuals who were living out-of-state appreciated the option to stay with the Aetna plan. Others appreciated the Aon plan with the HRA and felt they would be better off financially because of the cap on prescriptions as well as the vision and dental coverage. Approximately 800 to 900 individuals selected the Aetna plan.

CHRO Corcoran explained that Aetna carried over the rate from last year and UMS will likely need to discuss rates for next year by this summer. Trustee Riley asked if there are plans to distribute a customer satisfaction survey to the participants in the retiree health plan so UMS can use the lessons learned to correct the problems going forward. Vice Chancellor for Administration and Finance Ryan Low commented that they have had those conversations but wanted to get through the enrollment period first and committed to that going forward.

Trustee Bartholomew thanked CHRO Corcoran and Tracy Bigney for their efforts in the short time period to meet the enrollment deadline date.

**Executive Session**

On a motion by Trustee Michaud, which was seconded by Trustee Collins, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee agreed to go into Executive Session under the provisions of:

- 1 MRSA Section 405 6-A to discuss the evaluation of personnel and the consideration and discussion of appointments, evaluations, employment and duties.
- 1 MRSA Section 405 6-D to discuss planning for negotiations and communications with AFUM, UMPSA, ACSUM, Police, PATFA, and Service and Maintenance Units.

On a motion by Trustee Riley, which was seconded by Trustee Erwin, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee concluded the Executive Session.

Additional information about the meeting can be found on the Board of Trustees website:  
<https://www.maine.edu/board-of-trustees/meeting-agendas-materials/human-resources-and-labor-relations/>

Adjournment

Ellen N. Doughty, Clerk