

Michigan State University Faculty Emeriti Association

Steering Committee Meeting

19 January 2022, 1:00 p.m.

Zoom Meeting

MINUTES

1. Opening Comments – Steve Harsh convened the meeting at 1:03 pm. Present: Harsh, Baker, Forsyth, Gliozzo, Hula, Leverich, Long, Simonds, and Stone.
2. Changes or additions to the agenda. Forsyth added update on SSL service for the website.
3. Approval of prior meeting minutes (December 15, 2021) – John Forsyth – Stone moved and Forsyth seconded approval. Passed.
4. Consent Agenda Approved with update of items 4.b. and 4.c.
 - a. Oral History Project – Jane Vieth
 - b. Lecture Series – Charles Gliozzo -- Addition: broadcast of email notice of January 27, 2022, webinar recommended.
 - c. Faculty Awards – John Baker – Call for applications should be sent to FEA email list as well as the internal set of deans, directors, etc.
 - d. University Council – David Long
5. Other reports -- None
6. Old Business
 - a. Update on revision of the bylaws – Bylaws Revision Committee (Vieth, Simonds, & Stone)
To report at a later meeting.
 - b. Faculty Emeriti Association Corner at part of Retirees Newsletter – Suggestions for content welcome.
 - c. Replacement of Gary Stone on the Faculty Senate -- No progress.
7. New Business
 - a. Strategy related to the January 27 joint meeting with Human Resources, MSU Retirees Association &
 - b. Faculty Emeriti Association
 - i. Faculty Emeriti Association representatives: Richard Hula, David Long, John Forsyth & Steve Harsh
 - ii. Review of proposed questions to be present Human Resources (see attached MS-Word file)

- iii. * Special thanks to David Long and Richard Hula for preparing a draft of questions – Do we want to share the Executive Summary? It was agreed to share both the questions and the executive summary of the Humana survey well before the meeting.
- iv. Other ideas and comments – general discussion including asking HR representatives to suggest items they wished to have discussed.

8. Adjournment 2:19 pm.

Next Meeting: February 16, 2022

CONSENT AGENDA

Faculty Emeriti Association Steering Committee 19 January 2022

Oral History Project There has been no activity because of COVID. Jane Vieth

Lecture Series Thursday, January 27, 1;30-3:00 – "US - China Relations: An Assessment at the Year One Mark of the Biden-Administration," David Firestein Charles Gliozzo

Faculty Emeriti Awards

The only thing pending is when to send the letter requesting applications and the due date for applications. Based on last year's cycle I would put forward: February 4, 2022 for the call of applications
March 7, 2022 for the due date for applications.

Also need to confirm that Cindi made the modification as far as presentation of the award(s).
John Baker

University Council Nothing to report. David Long

QUESTIONS FOR MSU HUMAN RESOURCES MEETING

27 January 2022

Process

How was the decision to move to Humana made? That is why was this decision made, who made the actual decision and who was consulted in the process?

What (if any) legal obligation does the university have to provide retirement benefits to retirees? How does the university decide how to meet this obligation?

How will the Humana contract be evaluated at the end of the contract period? Who will be involved and can the FEA play a role?

Finances

What are the annual actual cost savings for the university? Has the university made any actual calculation of cost shifts to retirees under the Humana plan?

Is the primary benefit to the university of the switch to Humana, 1) annual out of pocket costs or 2) current and future liability?

What proportion of the cost saving is projected to be covered by direct increased costs to retirees?

Please explain the business model that allows the university to save money while allowing Humana to make a profit.

Specially, besides shifting drug costs to Part D, how does Humana lower costs?

In the remaining years of the contract, what flexibility does Humana have with respect to altering future benefits?

What (if any) are the implications for benefits in the recent announcement by Humana's CEO that the company will put increased emphasis on high profit activities rather than its Medicare Advantage plans?

Specific HR Issues

HR representatives have consistently stated that benefits under the Humana are similar to Blue Cross. Is that comparison based on the old Blue Cross Plan or the Blue Cross Medicare advantage proposal? Why has it been so difficult for retirees to fully understand the differences between the previous coverage and Humana?

Are there any plans by HR to solicit systematic feedback concerning Humana?

Humana has claimed that anyone taking Medicare will honor Humana insurance. The survey indicates that this is not true. Exactly what are the rules for “in and out of network.” Also from the survey, it is clear retirees are having various negative issues in dealing with Humana. What is your suggested course for action for a retiree on this issue? Is there a way for retirees to opt out of any future telephone drives promoting other products or “services?”