

The UPDATE

Newsletter for the faculty of the seven Minnesota state universities.

Fiscal Year 15- No.2
September-2014

Bemidji ♦ Mankato ♦ Metropolitan ♦ Moorhead ♦ Southwest ♦ St. Cloud ♦ Winona

PRESIDENT'S REPORT

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Congratulations on a New Contract

BY JIM GRABOWSKA, IFO PRESIDENT, grabowska@ifo.org

Congratulations to all on a new contract and our thanks to the negotiations team for making it all happen. We are now just one step away from having all “T’s” dotted and “T’s” crossed so that we can begin to receive back pay and put the new language into effect.

Following the IFO membership ratification of the 2013-2015 contract on September 15, the MnSCU Board of Trustees approved it at their September 16-17 meeting, and it has been signed by the Chancellor, Vice Chancellor for HR, and MnSCU lead negotiator Chris Dale. For the IFO, President Jim Grabowska, Negotiations Team Chair Brent Jeffers and Contract and Grievance Officer Pat Arseneault have

signed the contract; lastly, we will need the signature of the MMB Commissioner before the contract may be submitted to the Legislative Subcommittee on Employee Relations. The

NEXT STEPS FOR THE CONTRACT

1. MMB Commissioner Signature
2. Submission to the Legislative Subcommittee on Employee Relations
3. Implementation upon approval by the Subcommittee or 30 days after

contract will be implemented if/when approved by the Subcommittee, or after 30 days following MnSCU’s submission of the contract to the subcommittee if the subcommittee does not take action on it.

It is our understanding that the Subcommittee on Employee Relations intends to schedule a meeting to hear a motion to approve our contract, so we will not need to wait for the 30 days following submission of the contract for it to be implemented as a result of no action taken by the legislative subcommittee.

We will let you know as soon as we learn the details for the legislative hearing on our contract

Finally, the Board of Directors completed a revised statement of the IFO mission, vision, guiding principles and general objectives, which is now posted on our homepage at ifo.org. Please give it a read and send me your comments!



Health Insurance Program For Employees With Diabetes

BY KATHRYN ENGDAHL, CONTRACT & ENFORCEMENT OFFICER, engdahl@ifso.org

The State Employee Group Insurance Program (SEGIP) is offering a special opportunity for employees with diabetes:

“Diabetes Medication Therapy Management (MTM) & Lifestyle Program.” The program involves working with a trained MTM pharmacist and your physician to ensure safe, appropriate and effective medication management.

Rewards of enrollment in the program:

- SEGIP will pay the full cost of MTM pharmacist consultations.
- SEGIP will waive your co-pays for diabetes medications and test supplies.

- Within 30 days of enrollment, you will get a \$50 contribution to your Health Reimbursement Arrangement account (HRA).
- A Personal Health Assessment and lifestyle coaching program are available to you for free.
- On completion of the lifestyle coaching program, you will get an additional \$200 contribution to your HRA account.

For further information, visit <http://mn.gov/mmb/segip/health-solutions/employees/mtm/>

Open Enrollment 2015

BY DONNA LYNN BLAKE, CONTROLLER/MEMBERSHIP COORDINATOR, blake@ifso.org

Open enrollment will be held from October 31st through November 13th, 2014. The open enrollment call center will open up on October 13th and can be accessed by calling 651-355-0100 or 1-800-664-3597. The call center hours are Monday through Friday from 8:00 a.m. to 4:00 p.m. The open enrollment website will open up on October 17th and can be found at www.mn.gov/mmb/segip. The website includes links to the following items:

- SEGIP Report Open Enrollment Newsletter
- List of Open Enrollment Employee Meetings
- Information On What Is Open
- Open Enrollment Handbook
- Clinic Directory
- Rate Guide
- Schedule of Benefits

- Dependent Eligibility Chart
- Link To Employee Self Service Webpage
- Link To Carriers Website

A few things to note are as follows:

Clinics – Please check the clinic directory to see if your current clinic has changed cost levels. Your annual first dollar deductible is based off of the highest cost level of your family members.

Health Assessment – The state is using the same health assessment company called Staywell again this year. You will be receiving a letter in the mail in late October from Staywell with instructions on how to take the health assessment. If you take the health assessment during open enrollment AND agree to a possible health coach phone call, you will qualify to get the \$5.00 reduced copay for all of your family members.



Open Enrollment 2015 (continued)

Medical – The rates for medical are staying the same this year, however, beginning January 1st, 2015, employees will pay 5% towards the cost of the single premium (for both single and family coverage). For employees that receive a full employer contribution, this will result in a single premium cost of \$26.26 and a family premium cost of \$179.12 per month.

There is also a new exception rule starting on 1/1/15 where employees eligible for the full employer contribution may waive medical and dental coverage if they maintain coverage as a dependent under another actively employed SEGIP participant such as a spouse or parent. Please be careful in making the decision to waive your coverage, as it can affect your cobra, retirement medical benefits, and ability to have control over your coverage. If you decide to waive your coverage, the steps are as follows:

1. WAIVE - Request waiver form in Self-Service, complete, and return to SEGIP
2. ENROLL – Spouse or parent policy holder must enroll new participant during open enrollment as a new dependent and provide a primary clinic number.
3. VERIFY – Spouse or parent policy holder will be asked to verify the new dependent.

Dental – Is only open biennially and is not open this year; dental premiums have increased by about 2%.

Insurance – Long term disability and child life insurance

are both open this year. Short term disability, optional life and long term care are not open this year. Basic life and managers life premium rates are increasing by almost 6%. Optional life and child life rates will stay the same. Short term disability rates are decreasing by almost 25%, but there will be no change in the long term disability rates.

New MDEA Carryover – Please note that MDEA accounts have a new \$500 carryover feature. Thus 2014 MDEA plan holders with a balance in their account at the end of the year may carryover up to \$500 of unused dollars into the new plan year. This carryover is not limited by the federal \$2,500 limit, so an employee could have a total of \$3,000 in their 2015 account if they elect the \$2,500 maximum for 2015 and have a \$500 carryover from their 2014 account. The balance carryover will be available to use on the Benny Card. You can find more information on the Eide Bailly website at www.eidebailly.com/SOM.

Confirmation Forms – After you submit your elections, please remember to print a copy of your confirmation form or save an electronic version of it and check it for accuracy. If you made a mistake, you can go back in and make changes as many times as you want up until the end of open enrollment. Please note that the electronic confirmation form will not be available to view after the open enrollment period, so please save and/or print a copy of it before open enrollment ends.

MEMBERSHIP

IFO Membership Information and Address

Changes By DONNA LYNN BLAKE, CONTROLLER/MEMBERSHIP COORDINATOR, blake@ifo.org

Please note that you can sign up for membership in the IFO at any time by going to our website, www.ifo.org, and clicking on the “[Join IFO Click Here](#)” red link at the top of the page. Your membership will be processed

immediately and you will receive an IFO membership card and bumper sticker in the mail in approximately 1-2 weeks. If you have recently joined and have not received your IFO card in the mail yet, please contact me at 651-227-8442 x12 or blake@ifo.org.

Also, if you have had a recent name or address change, please contact me with your new information. Faculty who have had a name change can request a new IFO membership card too.

The IFO Funds Grant to Further Recommendations of Campus Climate Study

BY PATRICE ARSENEAULT, DIRECTOR OF CONTRACT AND ENFORCEMENT, arsen@ifo.org

The Feminist Issues, Multicultural Issues, and Gay, Lesbian, Bisexual, Transgender and Allies (GLBTA) Issues Committees jointly announce a new **Equity Issues Grant of up to \$6,000**, that is designed to further the findings of the IFO's November 2012 Campus Climate Survey and the IFO WSU Feminist Issues Committee's Woman-Friendly Workplace Study conducted in 2012-2013. The IFO equity committees' request for proposals is a call to action for projects that will implement recommendations made in either the September 2013 [Campus Climate Report Executive Summary](#), or the March 2014 [Executive Summary for the Woman-Friendly Workplace Study](#).

Some examples of work that would act on the recommendations made in the Campus Climate Study or the Woman-Friendly Workplace Study are:

- Develop a formal program to mentor diverse junior faculty, including an outcome assessment regarding program effectiveness;
- Survey service work done by faculty on campuses according to rank, gender, and race, and/or examine how service work is considered towards tenure and promotion;
- Research the diversity of faculty at 4-year MnSCU institutions with regard to employment categories/rank.

To apply for the Grant, **submit your proposal by email** (in Word or PDF format) to arsen@ifo.org no later than

December 31, 2014. Applicants must specify the amount of funding requested up to a maximum of \$6,000. The amount of funding awarded will be commensurate with the applicant's proposed expenses.

Representatives from the Multicultural Issues, GLBTA Issues, and Feminist Issues Committees will forward the committees' recommendation to the IFO Board on or before the February 26-27 Board meeting when the award will be decided. The successful grant applicant will be notified by March 2, 2015.

The grant period extends from March 2015 to March 2017. A final written report is due by the end of the 2016-2017 academic year.

The \$6,000 grant is made possible by funding from the Inter Faculty Organization through the statewide Feminist Issues Committee (FIC), as well as by contributions made by the Multicultural Issues Committee (MIC), the GLBTA Issues Committee, and the former Benefits Equity Committee. Accordingly, only IFO members are eligible to apply for this grant.

For more information on the 2015-2017 IFO Equity Issues Grant Selection Criteria, Review Process and Grant Outline, [click here](#). Please contact a member the IFO's GLBTA IC, FIC or MIC with additional questions.

JOIN TODAY

To join the union, you can sign up instantly by using the convenient online membership application found on the membership webpage www.ifo.org/membership-information, or by clicking on the "Join IFO" link at the top of the home page www.ifo.org. To check on the status of your membership, contact Donna Blake at blake@ifo.org.

IFO LGBTIQAA Conference October 24, 2014

BY PATRICE ARSENEAULT, DIRECTOR OF CONTRACT AND ENFORCEMENT, arsen@ifo.org

The IFO Gay, Lesbian, Bisexual, Transgender and Allies (GLBTA) Issues Committee is hosting the First IFO LGBTIQAA Conference on Friday, October 24, 2014, from 12:45 to 6:00 p.m. at the MSU Mankato extension campus, 7700 France Avenue, Edina, MN. There will be a reception following the conference, from 6:00 to 7:00 p.m.

The GLBTA Issues Committee's October 24 faculty conference will feature two concurrent sessions on LGBTIQAA issues in the workplace for those teaching and working with LGBT populations within

the MnSCU system, surrounded by an opening plenary session on queer pedagogies and a closing plenary session on LGBTIQAA issues and diversity initiatives in the MnSCU system.

Admission is free but you must register to attend. Visit the Conference website at <http://ifoglbta.weebly.com/> to register. You will receive a confirmation of your registration. Registration closes on October 17, 2014.

The Conference website contains a detailed Agenda, Abstracts for the conference presenters, directions and parking information, and a list

of hotels near the conference site. Questions regarding the conference may be directed to Andrea Wood, Chair of the IFO GLBTA Issues Committee, at: awood@winona.edu.

In addition to the conference, the IFO GLBTA Issues Committee has created a Yahoo! group for LGBTIQAA IFO faculty in MnSCU to network and discuss LGBTIQAA issues in teaching, learning, research, and employment in higher education. Please email ifoglbta-subscribe@yahoo.com to subscribe.

CONTACT US

The IFO Faculty Update is published and distributed by the [Inter Faculty Organization](#). If you need to contact the Inter Faculty Organization, our mailing address is 490 Concordia Avenue, Suite 125, Saint Paul, MN 55103, or you can reach us by phone at 800/325-9644 or 651/227-8442. You can also send us an email by clicking [HERE](#).