

University of Southern California
Staff Assembly
General Assembly Meeting
Thursday, October 6, 2011
ZNI 112 – Health Science Campus –
(Please silence all cell phones/pagers)

Present: Laura Aguilar, Noel Aguilar, Vivian Alegria, Linda Bazilian, Robert Boyd, Desiree Brown, Carolina Castillo, Cynthia Clayton, Jennifer Gerson, Rita Gonzales, Tony Hong, Tessie Jamanila, John Johnson, Michelle Jones, Tracy Kerr, Alan Kita, Naomi Martinez, Ellen Miyasaki, Monica Morita, Si Nguyen, Joyce Perez, Gloria Reyes, Wade Thompson-Harper, Mary Trujillo, Jeanne Weiss, Susan Wiedem, Vicki Young, Amy Yung, Marisela Zuniga

Absent: Monique Abeyta, Teri Adams, Steve Adcook, Evelyn Alva, Rachel Baeza, Shirley Beard-King, Paul Biddlecomb, Allison Bryant, Frida Canono, Carmen Carillo, Amy Cienfuegos, Robert Cuthill, Ingrid DeCook, Paul Flores, Lisa Gallegos, Syreeta Greene, Shannon Hinojosa, Jennifer Hong, Dawn Kita, Christine Lavoie, Rachel Levy, Yolonda Rios, Rick Scott, Linda Sturm, Lorna Tureaud, Margaret Turner, Gretchen Villaluz-Picazo

Call to Order:

The meeting was called to order at 9:04 am by President Linda Bazilian. A quorum was present.

Staff Monthly Recognition Award

Dr. Haluk Soydan, Research Professor in the School of Social Work, introduced the October Staff Monthly Recognition Award recipient Dan Hester, Director of International Affairs in the School of Social Work. Dr. Soydan noted that Dan is responsible for organizing education and research activities globally, and he is very dedicated to his job. Dr. Soydan was very pleased to present this award to Dan. Dan said it was honor to receive this award and thanked the Staff Assembly.

President Linda Bazilian presented Dan with a plaque on behalf of the Staff Assembly. Staff Club President Wade Thompson-Harper presented a check for \$150.00 to Dan on behalf of the Staff Club.

Approval of September 8, 2011 General Assembly Minutes

On a motion by Wade Thompson-Harper and seconded by Vicki Young, the minutes of September 8, 2011, meeting of the Staff Assembly were approved with corrections.

Personnel Council Report - Linda Bazilian

Linda Bazilian reported for Awilda Bregand. Personnel Council will not meet until Friday, October 7. There will be a webinar for the Minnesota Life Insurance policy on October 11 at 1:30 p.m.

Committee Reports

Communications - Naomi Martinez - Chair

The committee met last month. They are working on the next Assembled Voice and the deadline for articles is October 24.

Compensation and Benefits - Michelle Jones - Chair

The committee met last Tuesday in ADM 204. They discussed the new life insurance policy and how the changes will affect employees. Michelle noted that there was a petition signed by parents to keep summer programs for school-aged children in USC's childcare program. The summer school program will not be continued next year. The petition was given to Elizabeth Garrett and the committee is waiting to see if the petition was addressed. The committee is still reviewing the university's layoff and reorganization policy.

Environment - Linda Bazilian

There was no report, but Linda Bazilian noted that the committee will meet by email this month.

Rights and Responsibilities - Carolina Castillo - Chair

The committee met last month and discussed the issue of the staff portal. Carolina noted that Diane Schrader from Administrative Operations is working on creating a staff reference page on the USC website. They are using a Staff Assembly survey to guide their work, and they are hoping to get this launched by spring of next year. The main function of the reference page will be to house employee related information in one area, and some other things the reference page will include are news and announcements, employee FAQ, employee profiles, surveys, quick links, and emergency information. Carolina will meet with Diane Schrader.

Rules and Elections

No report was given.

Transportation - Vicki Young - Co-Chair

The committee met at the Community House last month. Some the issues they are trying to clear up are the ballards being replaced in the driveway between PS2 and UGB, the traffic issues that will affect PSD when the University Club is relocated, parking issues at the new Soto Street building on HSC, getting mirrors placed at the exit of lot U in order to have a better view of oncoming traffic, and getting different staff members to participate in the CRB meetings. The committee will meet next month with representatives from transportation.

Guest Speaker - Lisa Macchia - Health Plans

Next year's changes to employee health plan benefits were discussed. These changes include flat dollar copay rates for office visits in the Network plan--\$10 copays for anyone under age 26 and for office visits with USC doctors, and \$20 copays for doctors contracted with Blue Cross. Prescription copay rates are also changing with the Network--\$10 for generic and 20% copay for brand names with a \$30 minimum and \$125 maximum for a 30-day supply. There will also be a fourth tier for specialty drugs that are generally more expensive with a minimum copay of \$100 and a maximum copay of \$200. Effective January 1, the third party administrator for the Network will change from Delta Health Systems to HealthComp. There will be no changes within the Network for chiropractic or mental health benefits. Changes to the Kaiser plan will include a \$50 copay to see a specialist. Prescription changes will be \$15 for generic and \$35 for brand names. Emergency room visits will have a \$100 copay and outpatient surgery will have \$100 copay rate. The vision service plan will change from VSP Signature Network to VSP Choice Network and the employee monthly contribution will go down slightly. Employees in the Network Health Plan do not need to sign up separately for VSP as they are already incorporated into the program. The employee dental plan will change from Delta Dental to Anthem Dental PPO with orthodontia now being covered under this new plan. Lisa advised everyone to check with their dentists to make sure they accept this new company. A separate ID card will be issued for this dental plan and employees will not have to resign up for this plan during open enrollment. Employee monthly contributions will go up for all four health plans next year, and the employee + adult tier will pay the same monthly contribution as the employee + adult + children tier. Lisa noted that the health benefit changes were really tough this year and she doesn't expect the changes to be quite as severe next year.

New Business:

No new business.

Next Meeting:

Thursday, November 3, 2011 from 9:00 a.m.-10:30 a.m. Location: TCC 227, UPC Campus.

Adjournment:

A motion to adjourn was made by Michelle Jones and was seconded by Vicki Young. The meeting adjourned at 10:25 a.m.

Minutes submitted by Robbie Boyd.

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Staff Assembly Web page address: <http://www.usc.edu/org/staffassembly/>