

The UAF Faculty Senate passed the following at Meeting #172 on February 7, 2011:

MOTION:

The UAF Faculty Senate moves to request that the System Wide Office address the issue of verification of health care dependents for all employees such that:

- (1) delay the timeline for response to the audit to June 1;
- (2) utilize existing information at UA, through each HR office, rather than inconvenience every employee at considerable cost;
- (3) accept legal liability for unauthorized release and/or loss of personal information in accordance with state and federal law;
- (4) set up criteria, such as during open enrollment, to verify this data on a regular basis in house;
- (5) publicize the requirements in an inclusive and positive manner to ensure compliance with state and federal law and to avoid misunderstandings in the future;
- (6) include employees in decisions regarding their benefits and employment practices through the shared governance vehicle before costly decisions like this are made,
- (7) report to the Faculty Senate the costs and benefits of the audit.

EFFECTIVE: Immediately

RATIONALE: A recent request (31 January 2011, see attached) from the Statewide Office of the University of Alaska required every employee to reaffirm the status of their dependents or potentially risk their loss of coverage. The timeline for this was 4 weeks, insufficient time for many in this diverse and dynamic group within the framework of their academic duties at UAF.

Though the need to provide health insurance in a cost effective manner is recognized by the Senate, this approach is neither cost-effective or would even ensure lasting change in the current system. Re-evaluating this policy is recommended to adopt a time-line that would take into account the academic workload and travel for sabbatical and field work, use existing information present at UAF, and prepare a plan to inform employees and update this data using an existing framework.

The current approach is onerous, provides a significant impact on the majority of the employees and was done without recognition of shared governance. As a result it appears to be an ineffective use of precious University resources, financial, expertise and goodwill among the employees.



President, UAF Faculty Senate

7 February 2011

Date

Attachment referenced in the rationale for Motion about Health Care Dependent Verification (above):

----- Forwarded message -----

From: Michael Humphrey <mihumphrey@alaska.edu>

Date: Mon, Jan 31, 2011 at 9:09 AM

Subject: [Benefits: UAF] Dependent Audit

To:

Cc: UAA All <benefits-uaa-l@lists.uaf.edu>, sdbutro@alaska.edu, UAS

All <benefits-uas-l@lists.uaf.edu>, UAF All

<benefits-uaf-l@lists.uaf.edu>

To all UA Faculty and Staff

As part of University of Alaska's ongoing efforts to control the cost of our health plan, we want to ensure that only eligible dependents are enrolled. ConSova is contacting every employee who has one or more dependents enrolled in a UA's health plan and is asking for verification of their eligibility.

It is important that you review the information ConSova is sending you. It is critical you respond to the verification audit by the February 28 deadline whether or not you have all required documentation.

If you have questions after reviewing the information ConSova sent you, call ConSova at 1-866-430-1267.

Thank you for your cooperation during this important project.

Frequently Asked Questions

Who is ConSova?

ConSova is a Human Resources firm that specializes in the dependent eligibility verification process and has conducted many dependent audits for Fortune 500 companies and governmental organizations.

Can I black out my financial information and Social Security number on these documents?

You may cross out all financial information and the first five digits of your Social Security number on any documents you provide. The last four digits of your SSN are required for accurate data match.

What guarantee do we have that our personal documents will be kept secure?

ConSova considers security and confidentiality a very serious matter. They employ state-of-the-art encryption technology to safeguard sensitive data. All documentation received is scanned and maintained on encrypted drives. In the event a ConSova system is stolen, the data is encrypted and will not be accessible to anyone. The server that maintains Dependent Eligibility Verification systems and scanned images is only accessible on ConSova's Local Area Network located in Lakewood, Colorado. This Local Area Network is a closed system and not accessible via Virtual Private Network or any other interactive connection.

ConSova Associates have audited over 1.5 million dependents in the past seven years, and they have never been accused or alleged to have not protected the private personal information of its clients' employees.

University of Alaska realizes and understands that employees may have concerns about releasing this information to a third party. We assure you that every precaution has been taken to ensure your information is kept confidential. This is no different than what our other service providers must prove (Premera, Caremark, VSP). You can help protect your own privacy by following the instructions included with the

letter you will receive from ConSova.
Will the submitted documents be retained by ConSova? If so, for how long?

Documentation received from University of Alaska employees will be batched and maintained in a secure location monitored only by ConSova employees. ConSova will destroy all documentation and wipe all hard drives containing protected health information 30 days after the dependent verification is completed.

Can my local Human Resources Department review my documents to determine eligibility of my dependents instead of ConSova?

No. The University of Alaska will not review any documentation for the verification process. All documents must be provided to ConSova for review.

If I am unable to supply documentation by the deadline for my eligible dependent, will University of Alaska terminate my dependent from the plan?

The University of Alaska will terminate a dependent due to the inability to provide documentation that verifies eligibility. However, if you are in contact with ConSova during the verification process and ConSova is aware of an issue you may be experiencing in gathering the appropriate documents, then your dependent will not be automatically terminated if you do not meet the deadline. ConSova is willing to assist you through this process, including helping you contact agencies to locate the documents you need.

Where should I go if I have questions?

The general information documents that have been sent out will be posted online at www.consova.com/universityofalaska. It may help you to review them. If after reviewing you still don't find the answer to your question, call 1-866-430-1267.

Mike Humphrey
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<http://www.alaska.edu/benefits/>

Nothing will ever be attempted if all possible objections must first be overcome.
Samuel Johnson

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