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| Location | Zoom |
| Time | 10:00 am – 11:00 am |
| Attendees | Employee’s Interests Representative: Joe Kendo Employee’s Interests Representative: Marilyn Watkins Employee’s Interests Representative: Samantha Grad Employer’s Interests Representative: Bob Battles Employer’s Interests Representative: Tammie Hetrick Paid Family and Medical Leave Act Ombudsman: Edsonya Charles Employer’s Interests Representative: Julia Gorton Employer’s Interests Representative: Christine Brewer |
| Guests | |
| Members Absent | Employee’s Interests Representative: Maggie Humphreys |
| Scribe | Liz Merrick |

Introductions - Members introduced themselves.

Approve July Meeting Minutes – Minutes were approved.

Premium projections

Rebecca reviewed projections and scenarios. Premium Rate overview slides reviewed with account balance ratio table. Assessed on wages via social security cap.

Family/Medical leave spit reviewed starting 2022

Slide 10 reviewed benefits, admin cost, variable premium rate, and premium revenues.

Fund projections reviewed RE: Current projections, optimistic economic grow, and pessimistic scenarios.

Joe: projected balance estimates & benefits payments. Assumption of the benefits increase, why? More understanding, using EFC regarding size of workforce and wages tied to medium wages.

Marilyn: question around dropped calls, not getting through. Addressed with increased staffing to handle calls. 2% growth is steady and not expected to change to keep up with FY22 and beyond.

Samantha: facing premium increases. Concerned that some employers are not paying.

Slide 15 reference Variable family- medical split which begins in 2022.

Marilyn: based on 2021? Based on last fiscal year.

Projected change to weekly premiums were reviewed for 2021 and 2022, to include Family/Medical leave. No immediate solvency problems noted.

Marilyn: Appreciate all the work the program is doing. Administrative decisions made which impacts employee’s vs employers. Concerned with those employers who have not been paying. Original figures were based on birth

taking medical and bonding. Inconsistent communications which AC members flagged. Feels the communications need to be addressed more aggressively.

Bob: Who's not paying? Hearing this comment but doesn't see how it would affect the fund balance.

Samantha: concerned with premium rates going up when there are employers not paying. Samantha to give Bob information about employers not paying. If none of the information is being reported then follow up.

Bob would like the numbers that we are working with.

Edsonya: division is responding to non-payments.

Matt: we don't ignore non reporting of employers. We do work with employers as allowed by law. Actively working through lists of employers to gain compliance with the program.

John: Program does initiate fact finding when we are missing hours and wage, contacting both employer and employee when issues come up. A couple teams working on different compliance activities and building out more.

Tammie: Employers not reporting UI AND PFML?

UI data has federal handling requirements. Currently having hurdles between divisions. A lot of the issues are CBA's currently in place.

Bob: CBA issues is where not opened or previous CBA not allowed. There are also cases where employers not reporting.

Program communications

Recommend moving to September or later. Would like to include Lisa in conversation.

Marilyn: suggested we reconvene communications subgroup.

Report's update

Annual Program Re: State and Voluntary plan benefits (5097)

Planned timing of advisory draft review

Annual report Sept. 6-10

5097 report review period to follow

Analytic approach and content highlights reviewed for annual program report.

Stee plan, large and small employers as well as voluntary plan large and small employers to be covered.

Marilyn: looking at survey received. No question in related usage of voluntary vs state plan. Do you have the data for this? Have information around size of employers regarding voluntary plans. Voluntary employers do report wages and hours. Not able to provide demographics.

Fiscal data available after Sept. and brought to October meeting.

Audit overview

Audit employers to make sure they are complying with law and to assist employers with compliance.

Working closely with UI program as well.

- Records review
- Track trends
- Educate customers
- Accurate information
- Protections
- Ease of use
- Compliant

Working closely with conference and conciliation to assist employers in compliance.

Joe: utilizing complaints? Yes, using to see who will be audited. Audit selection process high level review of structures which are in place.

Julia: Ombuds office getting complaints from workers who were denied. Is there a way to include in department. Edsonya sends to department and teams look into complaints sent over.

Report from Ombuds office, types of questions being received. Will have information for October meeting.

September agenda items

Agenda topics:

1. Communications & include resurrection of work group
2. Look to have 2-hour meeting in September & Oct. Expand meeting to discuss audit and what complaints are being received. AC members would like 2 hours.
3. Look to see specific staffing plan for department

Open comment and adjourn

Next Meeting: Thursday, September 16 @ 10:00 am | This meeting will be held via ZOOM only