

# **UUA Employee Benefits Trust Trustees Meeting**

MINUTES

APRIL 24, 2015

10:00 A.M. EST

TELECONFERENCE

<b>ATTENDEES</b>	Trustees: Tim Brennan, Jan Sammons, Larry Ladd, Barbara Johnson (Chair), Kathy Burek, Tom Loughrey  UUA Staff: Jim Sargent, Patti Angelina, Richard Nugent, Rob Molla, Kati MacDonald
<b>GUEST PRESENTERS</b>	Highmark clinical team: CBA lead Jonathan Majernik, Senior Client Manager Ashley Patterson, Senior Clinical Strategist Jane Livingston; representatives from the data and Rx teams

## Agenda topics

10:00 AM      **CALL TO ORDER**      BARBARA JOHNSON  
**PRESENTATION BY HIGHMARK CLINICAL TEAM**

<b>DISCUSSION</b>	<p>The Highmark clinical team presented their annual analysis of Plan performance, comparing data for CY 2013 and CY2014. Data included demographic analyses, analysis of contractual savings, claims review by major diagnostic category, urgent and emergency care use, analysis of imaging facility use, and a review of clinical case outreach programs.</p> <p>The Prescription Drug portion of the presentation focused on two main areas: the tightening of standards for compound medications; and the rapid increase in the number and cost of specialty drugs. As an example, Highmark cited the emergence of drugs to cure Hepatitis C, their cost, clinical effectiveness, and the controls that are applied to their use.</p> <p>Highmark concluded with recommendations for further study in the areas of promoting use of "Blue Distinction" facilities, i.e., centers of excellence, use of alternative settings for imaging, and the continued expansion of our clinical outreach program.</p>
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12:10 PM      **RECONVENE THE EBT BOARD – SEPARATE TELECONFERENCE**      TIM BRENNAN / JIM SARGENT  
**FINANCIAL REVIEW & DIRECTOR'S REPORT**

<b>DISCUSSION</b>	<p>Tim Brennan reviewed EBT FY15 financial statements through January, 2015. The Plan was impacted by large claims in the first 6 months of FY15, as previously discussed by the Board. The spike in claim payments had a direct impact on net assets.</p> <p>Jim Sargent reported that the first three months of CY2015 have shown a return to a more normal claims pattern, with the Plan performing overall on or slightly better than actuarial projections. A clearer picture will begin to emerge at the six-month mark.</p> <p>Jim then reported on the information shared with the Church Benefits Association membership at the annual CBA meeting at Highmark, April 14, 2015. Major takeaways from the meeting:</p> <p>Healthcare Reform / ACA – analysis of the impact of a SCOTUS ruling against provision of subsidies through federally organized exchanges. At the time, HM legal analysts were reasonably confident that the SCOTUS would rule in favor of the ACA to prevent chaos in the marketplace. (A correct assessment, as it turned out.)</p> <p>Specialty Drugs – This is a major area of concern for Highmark, and they urged all CBA members to have this topic on their agendas. Specialty Rx spend is approaching 25% of all drug spending, even though the drugs account for only 1% of prescriptions written. As health plans begin to consider adding new cost-sharing provisions to their drug benefits, Congress is getting pressure to take up legislation that would limit Rx cost-sharing.</p> <p>The "Cadillac Tax" – HM is no longer confident that this tax provision will be overturned before taking effect in 2018. All CBA members are encouraged to make contingency plans.</p>
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	Privacy and Security – In the fallout from the Anthem data breach, all of the insurance companies that participate in a common security framework consortium have increased efforts to develop strategies to thwart foreign attacks.
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1:05 PM

UPDATE ON BOARD MEMBER SEARCH

LARRY LADD

<b>DISCUSSION</b>	The board member selection process is ongoing and should be resolved by the next EBT meeting.
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1:10 PM

APPROVAL OF MINUTES OF FEBRUARY 13, 2015

BARBARA JOHNSON

	M – Kathy Burek, S – Jan Sammons to accept the minutes. Approved unanimously.
<b>DISCUSSION</b>	ADJOURNED at 1:15

<b>FUTURE DATES</b>	Future meeting dates for 2015: <b>July 30</b> , all-day retreat in Boston with current, new and retiring Board members; <b>July 31</b> , 9 – 2, in person in Boston; <b>October 2</b> , 9 – 2, in person, in Boston; <b>December 11</b> , 10 – 12, telephone.
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