

Minutes of July 12, 2000 meeting

2:30 p.m., Room 405 A/B Union



Present:

Julie Andrews, Bettie Bey, Betty Brown, Joni Camp, Mary Chrestman, Cherry Douglas, Shirley Fisher, Earlene Foster, Shellie Harrison, Melissa Hudson, Clay Jones, Buddy Kahler, Anne Klengen, Jonnie Manning, Janea McDonald, Mark Miller, Traci Mitchell, Shannon Naron, Conny Parham, Michael Vanderlip, Sherry Wall, Sandra Williams

Excused:

Woodson Boyden, Buster Clark, Martha Deal, Sylvia Denton, Judy Fos, Theresa Knight, Denise Knighton, Lynn Mills, Jerry Moore, Donna Patton, Lamar Pickens

Unexcused:

Laura Gillom, Etta Miller, Calvin Sellers

President Clay Jones called the meeting to order. He announced he was stepping aside as president of Staff Council and also resigning as a member of the Council. He explained there were basically two reasons for his decision. The first reason is that he feels that the majority of the issues that the Council deals with are in direct conflict with his position as Director of Human Resources. The second reason is that several additional duties have recently been assigned under the direction of Human Resources. Clay said that while this reason alone would not have been sufficient for him to resign, he did feel that coupled with the first reason, it would be better if he stepped aside at this point. Clay announced that President-Elect Sherry Wall would be stepping into the President's position. He then turned the meeting over to Sherry and left the meeting.

Sherry Wall thanked Clay for his work on the Council during the previous years and especially during the recent weeks.

NEW MEMBERS:

Sherry welcomed the following new members:

- Earlene Foster, representing EEO category 7, replacing Jim Stephens who left the University.
- Sandra Williams, representing EEO category 4, replacing Heather Crockett who resigned from the Council.
- Shannon Naron, representing EEO category 3, replacing Floyd Klepzig who retired from the University.

AGENDA ITEMS:

- A. The minutes for the June meeting of the Staff Council were approved with no corrections.
- B. Mary Chrestman gave the Treasurer's Report. She reported that the June budget statements would not be available until the close of the fiscal year. The official report is listed at the end of this document. [Treasurer's Report](#)
- C. President Wall announced that she has asked Cherry Douglas to chair a special Election Committee to handle

the election of a new President-Elect. Anyone who wishes to nominate someone for President-Elect should let Cherry know within two weeks. The floor was opened for nominations. Mary Chrestman nominated Mark Miller. Mark was agreeable to having his name on the election ballot.

- D. Everyone should have received notification already that Chancellor Khayat did give all faculty and staff a floating holiday in place of the July 3rd holiday that the other state institutions received. Sherry expressed her appreciation to Chancellor Khayat for his consideration and attention to the matter. Joni Camp from UPD said she had been asked several questions about how this should be counted on time sheets. Sherry explained that this was not to be counted as personal leave or comp time, but should be counted as a holiday just as the July 4th day was or as administrative leave. If anyone desires further clarification, she advised him or her to contact the Human Resource office.
- E. Conny Parham, chair of the By-Laws Committee, reported her committee had met and recommends to the Council that the following paragraph be added to the By-Laws of the Staff Council under Section IV Term of Office, and that it be inserted as paragraph 3 under this section.

A Council member who is dismissed for excessive absences is prohibited from serving on the Council for at least two calendar years from the date of dismissal.

The motion was carried, with one opposition.

- F. CHIP (Children's Health Insurance Program). Sherry reported that Janice Baker from the Department of Human Services came to campus on June 28th to try to help people sign up for this program. There were 12 people that signed up $\frac{3}{4}$ 6 in Physical Plant, 2 in Housing, and 4 in the general University.
- G. President Wall announced that her number one goal for this next year is to increase staff participation in the Staff Council. Only about 40 people out of approximately 1500 staff members agreed to have their name placed on the election ballot to be a Staff Council member this year. President Wall would like to see this increased. Sherry asked that people call or email her with suggestions on how this can be accomplished, and to also send suggestions for other goals and activities for the Council. Sherry stated that she would be attending the MASCO meeting tomorrow. There she will ask the other councils how they get staff to participate in their council. Sherry's email address is swall@olemiss.edu.
- H. A couple of people have emailed Sherry with suggestions for future speakers. If anyone else would like to submit suggestions, please call Sherry at 7051 or email her at swall@olemiss.edu.
- I. As the recent President-Elect, Sherry had several concerns sent to her.
1. There have been some employees who did not receive paychecks from SAP through no fault of their own. These errors have usually occurred where the employee didn't get their time sheet in at the appointed time, or through human error, their time was not keyed in or was not keyed in correctly. Payroll will no longer give cash advances for missed paychecks unless the fault is with the SAP system. Payroll said they need to hold the department responsible. What is happening is that the employee is being penalized instead of the department. After discussion with several people, Sherry reported that Payroll has agreed to look into these cases on a one-by-one basis to evaluate whether to issue the individual a manual check.
 2. An employee who was a member of VALIC was concerned because his money was being deducted twice a month, but only getting deposited to VALIC once a month. Clay Jones stated that Payroll was in the process of changing this procedure and hopefully would be making deposits to VALIC twice a month within the next couple of pay periods.
 3. A staff member who is concerned about parking asked why the University didn't tow student vehicles. Randy Corban told Sherry that the Traffic Committee had recently met and increased parking fines, which will go into effect with the fall semester, but that they had not discussed towing vehicles. Acting Chief of Police Corban said they would try to increase ticket writing in certain areas if people called UPD to

request it.

4. Several staff members were concerned about a report that the Pathology Lab at Baptist Memorial Hospital - North Mississippi was not in the insurance provider network. Sherry talked to James Hahn, hospital administrator; Dr. John Fullenwider, owner of the lab; and Debbie from AHS. It is true. The lab at the hospital is not a network provider. Mr. Hahn said the lab's contract was not being renewed because AHS had cut specific portions out of the contract with Dr. Fullenwider that had been in the contract for several years. Dr. Fullenwider verified this information. Dr. Fullenwider wrote Sherry Wall a letter explaining the entire situation. Basically what has occurred is that AHS has denied the anatomic portion of his bill. For example: when tissue is sent to the lab for analysis, someone has to prepare the slide, the computer prints out the report, then Dr. Fullenwider reviews the results. AHS only wants to pay for Dr. Fullenwider's part of the bill³/₄not the portion for the lab technicians and computer analysis. For out-of-network providers, the insurance will only pay 65% of the bill³/₄after you have met an additional out-of-network deductible of \$600 per year. Dr. Fullenwider told Sherry he had been giving 20 to 30% discounts to state employees because of this situation. Dr. Fullenwider also stated he had sent all Oxford doctors letters stating his situation with the insurance company. Mr. Hahn and Dr. Fullenwider say it's AHS's fault. AHS says it's Dr. Fullenwider's fault. Clay Jones is talking with Mickey Brown of AHS to discuss the situation and see if we can't get a workable solution. A word of caution: the \$600 out-of-network deductible is in addition to your \$350 deductible for in-network providers. [Click here to see Dr. Fullenwider's memo.](#)
- J. Conny Parham reported on the progress of the Search Committee for the Director of UPD. The search has been put on hold for a year. She stated that one person was brought in for an interview, but was not hired.
- K. Sherry Wall reported on the Search Committee for the Director of Physical Plant. Terron Jones from Fort Hays State in Kansas has been hired and will join the University on August 7th.
- L. A sign-up sheet was passed around for people to work on Staff Council Committees. Sherry Wall made the following chair assignments.
 - o Janea McDonald will chair the Staff Development Committee.
 - o Cherry Douglas will chair the Membership/Election Committee until a new President-Elect is elected.
 - o Mary Chrestman will chair the Legislative Committee.
 - o Melissa Hudson will chair the Publicity Committee.
 - o Julie Andrews and Joni Camp agreed to co-chair the Special Projects Committee. The next event for this committee will be the "Meet and Greet Students" during fall registration.
 - o Conny Parham will chair the By-Laws Committee.

The meeting was adjourned.

/s/Sherry Wall, President

/s/Jonnie Manning, Secretary

Staff Council e-mail address: staffcouncil@olemiss.edu

Staff Council Homepage: http://www.olemiss.edu/orgs/staff_council/

If you are interested in joining the Staff Listserv, please visit the Staff Council Homepage or talk to a Staff Council Representative or send an e-mail message to Majordomo@listserv.olemiss.edu with the words "*subscribe staff*" in the body of the e-mail message.



Treasurer's Report:

July, 2000

Account number 250630711A, balances have not been brought forward for the new year per the Accounting Office.

Account number 100634044A, balances brought forward for FY 2000/2001, are the following:

Travel.....	\$ 700.00
Contractual Services.....	800.00
Commodities.....	10,200.00

TOTAL (same as last year)	\$11,700.00

At the August meeting, we should have a copy of the official Budget Statement.

/s/ Mary Chrestman, Treasurer

July 12, 2000



Memo from Dr. John Fullenwider:

To: Sherry Wall
 From: John P. Fullenwider
 RE: AHS Plan - Setting The Record Straight
 Date: 07-11-00

I appreciated yesterday's opportunity to discuss concerns and issues related to JPB Pathology's decision not to participate in the AHS plan as a network provider. A decision that has been even more frustratingly difficult given all my friends, neighbors, and colleagues who are adversely affected.

As you recall, I have grave concerns and reluctance to participate in the AHS plan because it puts me into a situation in which I cannot get paid for two important services that I provide in the hospital as an independent Contractor Pathologist who owns his own anatomic technical lab.

AHS refuses to reimburse me, or allow me to bill patients separately for 1) the technical component of my independent anatomic pathology services - the processing of all anatomic (biopsies, etc.) specimens into microscopic slides for professional interpretation, and 2) for supervising and administrative function as Medical Director of the Hospital Clinical Lab.

My status as an independent pathology lab generating its own professional and technical services and charges - and having to bill patients directly for Medical Directorship function was the set up required of me by BMH when I became the pathologist. I contractually have no other method of reimbursement.

AHS claims that the Hospital should be paying me directly for these services and that neither the insurance company or the patient should be billed separately.

This expectation was apparently not revealed to BMH by AHS at the time of the Hospital - AHS negotiation. I can therefore certainly understand the Hospital's reluctance to do as AHS claims. BMH would be incurring greater costs without any expectation of greater reimbursement. It would, in fact, be incurring costs that it has not had - for services that it does not do or has not billed for - in the last 10 years.

With this scenario, I am between "The Rock and The Hard Place." Not only am I being asked to provide certain professional services with no expectation of reimbursement but I am also paying out of pocket my anatomic lab techs salaries, insurance, supply costs, equipment costs, etc. with no real expectation of reimbursement.

We could all be served well if the AHS would amend its contract to conform with what most commercial insurances do - but I thus have no reason to be optimistic.

In the interim, to help defray the patient's cost burden, I am unilaterally giving a discount to all AHS patients. Also, in the next 30-45 days, the JPB outpatient clinical (blood) lab located outside the Hospital at the Oxford Medical Building at 2200 South Lamar should be within the AHS network - due to diligent negotiation (with another lab services provider) I have been carrying on for months to help out those who use the lab.

I have notified all physicians of my circumstances to help educate them about the problems I face. I encourage all patients with the AHS plan to talk to their Human Resource Director to encourage AHS to sit down to the bargaining table

to work through the issues.

Sherry, I hope the interest and concerns that has been generated in recent days on Ole Miss E-mail, despite some of its inaccurate contents, will provide the spark that energizes the major players - AHS and BMH - to tackle the problem and generate positive responses.

I want to see these issues resolved for all of us. I stand ready and willing to achieve a reasonable mutually acceptable solution to these challenges.

If I can provide you with further insight into these matters please call me at 232-8121.