



*Unified Insurance Program*

**Minutes of the Special Meeting of  
CWPU Unified Insurance Program UIP  
April 1, 2020**

A special meeting of the CWPU UIP was held via conference call on April 1, 2020, at 1:30 p.m., pursuant to proper notice thereof.

The meeting was called to order by Chair Conover at 1:30 p.m. The following individuals were in attendance:

<u>Trustees</u>	<u>Alternate Trustees</u>	<u>Public Utility District</u>
Melina Conover	Jody George	Benton PUD
Gary Ivory		Douglas PUD
Marilee Kuehne		Ferry PUD
Carrie Locke	Brian Johnson	Franklin PUD
Rob Gillespie	Katie Pfitzer	Okanogan PUD
Destini Parker	Suzie Thompson	Pend Oreille PUD

**Others in attendance:**

Benton PUD:	Karen Dunlap
CWPU UIP Benefits Program Administrator:	Sylvia Hubbard
Alliant:	Kerri Coyle

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**Families First Coronavirus Response Act**

Ms. Hubbard provided and reviewed a draft Families First Coronavirus Response Act policy. The policy provides temporary protected leave and paid leave benefits for certain absences arising from the COVID-19 outbreak in accordance with the federal Families First Coronavirus Response Act (FFCRA). The benefits available under this policy are available beginning on April 1, 2020 and will end on December 31, 2020. While the Department of Labor answered key questions about FFCRA leave in updated guidance, some questions remain unanswered.

Discussions ensued about benefits provided under the FFCRA, exceptions for emergency responders, health benefit continuation, etc.

**Outcome/Further Action**

- Ms. Hubbard will inform the Union that the utilities are working on implementing a policy at the local level in response to FFCRA.

**Other COVID-19 related business**

Ms. Hubbard provided the following COVID-19 related information and updates:

- As part of the CARES Act, over-the-counter drugs will be eligible for reimbursement under HRA VEBA and Flexible Spending Accounts without the requirement of a prescription, effective January 1, 2020. HRA VEBA will be reprocessing any claims received for over-the-counter medication that had been denied due to the lack of a prescription.
- While cost shares for general health visits with Doctor on Demand have been waived, cost shares for behavior health apply and will be charged in accordance with the medical plan enrollment of the participant.
- Trustee Stevens is interested in learning if others are implementing changes to the deferred compensation plans as provided by the CARES act. Ms. Hubbard requested the Trustees contact Trustee Stevens directly to share information.

Vice Chair Pfitzer received an inquiry from an employee if the qualification period for the 2021 wellness incentive will be adjusted due to limited access to healthcare providers due to COVID-19.

**Outcome/Further Action**

- Ms. Hubbard will add this topic to a future meeting agenda.

With no additional items to discuss, Chair Conover adjourned the meeting at 2:31 p.m.

Approved by Trustees on April 9, 2020.

x Melina Conover  
Melina Conover, CWPU UIP Chair