



TO: UNM COMMUNITY
FROM: ROBERT G. FRANK, PRESIDENT
SUBJECT: UNM EMPLOYEE HEALTH CARE BENEFITS UPDATE
DATE: 4/11/2014

Good afternoon -

I would like to express my sincerest appreciation to those faculty and staff who attended the general faculty meeting yesterday afternoon to share in the difficult conversation regarding changes in our employee health care benefits. A special thanks to those who shared their stories to put into perspective the real-life impact that our benefit changes will have on their lives and those in similar circumstances. I heard you clearly in your concern for those employees who will be most severely impacted by these changes. We are a family here at UNM, and though we must make sound business decisions, we will also do everything we can to temper the burden on these employees.

UNM, like every complex organization, faces enormous challenges in balancing the interests and needs of our people with the programs and services we are obligated to deliver to fulfill our mission. Like all large employers, we have to address federally mandated changes to employee benefits to comply with the Affordable Care Act (ACA). We have accelerated the process this year resulting in a benefit plan structure that more accurately reflects what is happening across the nation. These plan design changes are successful in keeping premium increases to a minimum for all employees, but there are potential higher costs in other aspects. We will continue to evaluate if there are remaining possibilities to lessen the impact to those who will be affected the most. Additional information will be forthcoming next week.

Further, I encourage all employees to continue to participate in this discussion and to learn more through the scheduled information sessions being offered in the coming weeks.