

**Dawn M. Droblich**  
Executive Secretary

**Board of Managers**

**Kelly Services, Inc.**  
Sandra DiCicco  
Chair

**Ford Motor Company**  
Kathryn Mason  
1<sup>st</sup> Vice Chair

**Trinity Health**  
Ellyse Sites  
2<sup>nd</sup> Vice Chair

**Ilitch Holdings, Inc.**  
Michael J. Niehaus  
Treasurer

**AT & T Michigan**  
Lisa M. Bruno-Herline

**City of Grand Rapids**  
Craig Coulson

**Consumers Energy Company**

**DTE Energy**  
Jerome Hooper

**General Motors LLC**

**Marathon Petroleum Company  
LP**  
Kimberly Benson

**Meijer**  
Theresa Hileman

**Spectrum Health**  
Lorraine Climer

**University of Michigan**  
Kathleen M. Rychlinski

**Wayne County Airport Authority**  
Heather Day

**Wayne State University**  
Pamela Galloway

**MINUTES OF BOARD OF MANAGERS' MEETING**

November 15, 2019

**TELECONFERENCE**

Reminder: Minutes are now only available via e-mail on the website. If you wish to receive the Minutes via e-mail, please provide your name, company name, and e-mail address to Keeli Baker via e-mail.

**Present:**

BRUNO-HERLINE, L., AT&T Michigan  
CLIMER, L., Spectrum Health  
COULSON, C., City of Grand Rapids  
DAY, H. Wayne County Airport Authority  
DICICCO, S., Kelly Services  
EDDY, C., Consumers Energy  
GALLOWAY, P., Wayne State University  
HILEMAN, T., Meijer  
MASON, K., Ford Motor Company  
SITES, E., Trinity Health

**Chairperson's Council:**

BLOCK, W., Michigan Chamber of Commerce  
SUSSER, D., MacArthur, MacArthur & Associates, PC

**Not Present:**

BENSON, K., Marathon Petroleum  
GEDERT, S., General Motors  
HOOPER, J., DTE Energy  
McKINLEY, D., Michigan Manufacturers' Association  
NIEHAUS, M., Ilitch Holdings, Inc.  
PENZ, M., HSA WCF (representing the Group Funds)  
RYCHLINSKI, K., University of Michigan  
WHITE, D., FCA US LLC

The Chairperson, Ms. DiCicco, called the meeting to order at 11:32 a.m. to address the following Agenda:

**Presiding: Sandra DiCicco, Chairperson**

1. 1. Minutes of Board of Managers' prior Board Meeting
2. 2. Old Business
  - a. Board meetings/date/location
  - b. Retreat Agenda
3. 3. New Business
  - a. Dates for 2019 Board Meetings
  - b. Conference Thank You's
4. 4. Treasurer's Report
  - a. Financial Reports October 2019
5. 5. Legislative Committee Report
6. 6. 2019 Fall Conference Committee Wrap-Up Report
  - a. Surveys
  - b. Speakers
7. 7. 2020 Spring Conference
  - a. June 10-11, 2020, Grand Rapids, MI
8. 8. Technology Committee Report
  - a. Website updates
  - b. Board Member photos
9. 9. Membership Committee Report
  - a. Dues
10. 10. Nominating Committee Report
  - a. Vacancies on the Board
12. 12. *Amicus Curiae* Committee Report
13. 13. Health Care Committee Report
14. 14. Funds Trustee Report

The **Minutes** were approved upon motion by Ms. Galloway and seconded by Mr. Coulson.

Under **Old Business**, there was discussion regarding the dates for the 2020 Board Meetings. The calendar was circulated and all were in agreement.

In other **Old Business**, Ms. Rychlinski continued the discussion pertaining to Retreat issues discussed on September 13, 2019. It was agreed that topics to discuss further in 2020 include:

1. Networking;
2. Best practices;
3. Integration of Workers' Compensation; FMLA and ADA laws; and
4. Legislation and the Lansing connection.

It was further agreed that four separate tracks are necessary to tackle the various issues. Those tracks include:

1. Operational
2. Educational
3. Financial
4. Legislative

In order to best address these issues, three sub-committees were created: a Membership Dues Sub-Committee, Conference Sub-Committee, and Vendor Services Sub-Committee.

In **New Business**, the three sub-committees did give their initial reports. The **Membership Dues Sub-Committee** consisting of Ms. Mason, Ms. Day, Ms. Susser, and Ms. DiCicco did meet and discussed various issues as it pertained to membership and dues. Ms. Mason reported that the Committee had reviewed various other states as it pertained to dues and that the fee structures reviewed varied greatly. It was the recommendation of the Committee that the following fee schedule be adopted:

Active members would be charged according to number of employees:

- 1-10,000 - \$500.00 per year
- 10,000 and above - \$650.00 per year

Associate members were broken into several categories, to include:

- Class A, which were defined as “profit organizations” - \$500.00 per year
- Class B, “attorneys” - \$300.00 per year per firm
- Class C associates, as defined by the Constitution, would be eliminated

It was discussed how the new invoicing would be done and a review of the current invoicing and fee structure was discussed. It was noted that Article IV of the MSIA Constitution deals with finances, and if this new structure is approved, a Constitutional revision will have to be undertaken.

Next, the **Conference Sub-Committee** report was given by Ms. Mason. Members of the Conference Sub-Committee included the Conference committee members of: Ms. DiCicco, Ms. Mason, Ms. Rychlinski, Mr. Coulson, Ms. Susser, Ms. Benson, Ms. Sytes, Mr. Hooper, and Ms. Hileman.

The first issue addressed is whether there should be two annual conferences or one. The Committee looked at ten states and concluded that Michigan was the only state having two conferences. The majority of states had one conference per year lasting from 1-3 days. It was noted that one state does educational lunches throughout the year in lieu of two conferences.

Accordingly, it was the recommendation of the Conference Sub-Committee that there be one Conference held in 2021 occurring in Northern Michigan, and that there be half-day educational programs occurring throughout the year. More details to follow on this issue.

Lastly, the **Vendor Sub-Committee** met consisting of Ms. Rychlinski, Mr. Niehaus, Ms. Penz, and Ms. Droblich. Ms. Rychlinski created a flow chart outlining comparisons between vendor requirements and the existing contract and performance. The two vendors discussed were MHSA and Akea Web Solutions. The Committee discussed what was needed in several areas: administrative, financial, event planning, communication, and marketing. A fairly extensive list was generated by the Committee. Additional meetings and recommendations will be made by the committee after discussions with the Board.

There was additional discussion amongst the Board that there should be a new committee comprised of vendors attending the MSIA Conferences. Mr. Patrick Murphy of Advanced OT and Ms. Stacey Stephens of Review Works both volunteered to be on the committee. Additional exploration of this idea will be discussed at the next meeting.

As far as the Akea Web Solution contract review, more input will be necessary from the Technology Committee after they have met with Akea to discuss the current status of the website.

Continuing under **New Business**, a thank you to all attendees at the Fall Conference was discussed. Moreover, a Happy Holidays greeting/e-mail blast to all members was agreed upon as a good marketing strategy. Ms. DiCicco will follow up with respect to same so that these e-mails will be sent out to the general membership in mid-December.

The **Treasurer's Report** was deferred in the absence of Mr. Niehaus. Ms. DiCicco indicated if there are any questions pertaining to the October financial reports that had been part of the handouts to please contact Mr. Niehaus directly.

The **Legislative Committee Report** was provided by Ms. Block. She stated that the budget was on the front burner in Lansing with various stand-offs and vetoes occurring between the Legislature and the Governor's Office. She will continue to keep the Board closely advised.

Additionally, Ms. Block discussed House Bill 5150 and House Bill 5151. These two Bills seek to create a "centralized reasonable accommodations program" from which employers can get \$1,000.00 grants from the Second Injury Fund to pay for reasonable accommodations. A maximum of \$500,000.00 could be awarded from the Second Injury Fund for this purpose per year. Ms. McKinley had previously provided a summary to the Board with respect to same. The concern is whether this could result in a substantial increase in employer assessments.

Ms. Block stated that the Southwest Disability Network had testified regarding this being a way to help disabled people to get coverage, (i.e. the blind to get special computers and lamps, etc.) When asked why this money would be utilized for this purpose, Ms. Block indicated that it is the only fund that has a surplus. Additional meetings and discussions will be held with Ms. Block and Ms. McKinley following up as to if this money were allocated, as to the maximum impact to employers.

The **Fall 2019 Conference Committee** report was submitted by Ms. Mason. She indicated that the Committee was a great success with profits up substantially from 2018. She stated there had been 24 general exhibitors,

6 gold exhibitors, with 175 attendees. Ms. Mason noted that last year there had been 178 attendees. The conference survey was discussed noting overall, there were very positive reviews. It had been discussed that next year's Fall Conference would be held at the same location due to this year's great success. A recommendation was made to have two screens at the front of the general conference room with the wall barrier being set up to minimize noise between the vendors and the conference room.

The **Spring 2020 Conference Committee** report was submitted by Ms. Mason. She stated that the conference will be held on June 10-11, 2020 in Grand Rapids, Michigan at the DeVos Place. The speakers were beginning to be discussed with potential topics to include cyber security, post-traumatic stress disorder, stem cell research, and conditional payments and Medicare. At the next meeting, further information as to a theme and speakers will be discussed.

The **Technology Committee** report was submitted by Ms. Sites. She indicated that the Committee had tried to schedule a meeting with Akea. However, to date, it had not been scheduled. The last meeting had been in May. The hope is that the Committee, to include Ms. Sites, Mr. Hooper, and Ms. Benson will be able to meet with Akea to discuss website updates and suggestions to increase MSIA's website presence.

The **Membership Committee Report** was submitted by Ms. DiCicco. She indicated that no new members had applied for membership in the month of November. Regarding dues collected to date, 115 members had paid with 19 members not yet renewed. The Committee will follow up with the members who did not renew their membership from the previous year with specific questioning with respect to why the decision was made to discontinue membership in MSIA.

The **Nominating Committee Report** was deferred in the absence of Ms. Rychlinski. The Executive Secretary discussed the fact there were two vacancies on the Board, and that this would be discussed at the next membership meeting.

The **Amicus Curiae Report** was submitted by Ms. Droblich. She indicated there was no new requests for any *amicus* briefs.

The **Health Care Committee Report** was submitted by Ms. Mason. She stated that the Committee had met on October 30, 2019. She stated that the last rule set was not approved and therefore will be re-submitted in January 2020. She indicated that ground ambulance billing had been discussed as billings with respect to same have increased over 300% over the last year. She indicated that ground ambulance billings will probably be fee scheduled in the future. Ms. Mason also indicated that the Michigan Optometrists Association was given CPT codes so that they can now bill accordingly. The next scheduled meeting has been set for February 12, 2020.

The **Funds Trustees Report** was given by Ms. DiCicco in Mr. Hooper's absence. He had relayed information that the December 12, 2019 had been cancelled. He will continue to keep the Board advised as to developments following the next meeting.

MICHIGAN SELF-INSURERS' ASSOCIATION

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January 10, 2020

Upon motion by Ms. Galloway and seconded by Mr. Coulson, the meeting was adjourned at 3:03 pm.

Respectfully submitted,

Dawn M. Droblich  
Executive Secretary