

Employee Relations and Benefits (ERB)
End of Year Report
2013-2014

Members

Tracy Adams-Chair
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Debra Clark
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Department

Financial Assistance
Information Technology
Library
Teacher Education
Multicultural Center
Health Professions
Outreach and Engagement
Public Safety
Liberal Arts

Committee Accomplishments

1. The committee discussed/researched the university's policy regarding the adoption of a child. Upon the recommendation of HR began researching Parental Leave policies. These policies set aside a certain period of time (ex. 10 days) paid leave for the birth or adoption of a child. This leave does not come from the employee's sick or vacation time.

Status: Making a recommendation for a new Parental Leave Policy.

2. The committee continued discussions regarding Abenity as a potential discount program for all employees.

Status of this recommendation: Upon the conclusion of the 90-day trial the university opted not to contract with Abenity. After evaluation it was determined that the \$600 monthly cost for the product did not warrant continuation. Discussion followed about hiring an intern to put together a USI website for discounts. The executive committee agreed that this discount program should fall under the Benefits department. The senate will push forward when the Benefits Manager position has been filled.

3. The committee reviewed and discussed the Perks Program as a potential discount program for all employees.

Status: Upon review of the PERKS script, it was determined that the PERKS program may have a hidden agenda and may not reflect positively on the university.

4. The committee discussed the sick bank charge that had been dropped to determine why it had been dropped.

Status: The charge had been dropped due to the fact that a sick bank would be in conflict with the short-term disability insurance.

5. The committee continued to touch base with HR regarding their research of family sick time.

The Administrative senate originally asked for the family sick time designation to be totally removed from sick time with the support of Faculty Senate and Staff Council, Fall 2011. They came back with the 10 days option instead as a compromise stating they would evaluate it after a couple of years to see if anything changed regarding abuse of it.

Status: Waiting on the results of HR's research.

6. The previous committee reviewed the family sick policy and presented a recommendation that the wording be changed to clearly state that it includes grandparent and grandchildren.

Status: The proposal to add Grandparent and Grandchild to the family sick leave policy was approved.

7. The committee researched the 300-hour limit of accrued vacation hours. We found that most institutions and local businesses the 300-hour limit or less of accrued vacation hours. It was discussed that the problem may not be the 300-hour limit, but the fact that employees are not utilizing their vacation. Also discussed that some employers have the benefit of allowing employees to buy or sell sick and vacation time. The committee will research this more before bringing to the Senate. This option might be helpful for those employees at USI who struggle with the vacation cap/limit.

Status: The Committee requested numbers from Human Resources in regards to employees who are carrying vacation hours near their maximum.

8. The committee discussed looking into increasing the fee waiver for dependents to age 26.

Status: The fee waiver policy is governed by IRS tax code requirements for tuition benefits and that definition of dependent. The definition for dependents as it relates to insurance (age 26) was created/allowed for health insurance by the Patient Protection & Affordable Care Act (ACA).

9. The committee carried on the discussion of the possibility of tuition sharing with other Universities.

Status: Did not precede any further with this. Determined that for this program to work it would rely on the mutual interest of other institutions.