

UNIVERSITY BENEFITS COMMITTEE
AGENDA
First Thursday of the Month – 1:00 – 2:00 p.m.
Via Teams

Present Ellen Hamrick, Kevin Reynolds, John Boswell, Chris McCord, John Boswell, Liz Guess, Kate Cady, Dan Pedersen

I.Call to Order

1. 1:00

II.Introduction of Members/Guests

1. New member Jim Slagstad, everyone did introductions
2. Jim Nominated as Secretary, accepted and approved

III.Agenda Additions/Approval

None

IV.Constituent Reports

a. Annuitants Association

Terry Borg: no specific updates, questions Will there be a wellness fair coming up? Wellness fair has been cancelled

b. SPS

Dan Pedersen: John Boswell is chairperson of the benefits committee

c. Operating Staff

No updates

d. Faculty

Chris McCord: No updates, Question Is Nancy on the committee? No. Does Chris or Kate need to take on a more formal role. There may be a replacement, Chris will follow up about filling in the role until the replacement

e. Provost's Office

Kevin Reynolds: Nothing to report

f. Human Resources

Liz Guess: New updates to benefits choice plan. Updates will be provided as new information comes in

Sick leave covid bill established for k-12, regarding employees out with covid, first bill was vetoed. Governor is working with groups and a new bill has been drafted, if passed its expected to be proactive. More information to come as it is available. First bill vetoed over vaccination requirement. Terry asked about university's support of the new bill. This new bill may be on its way despite any support, the university is preparing for it.

V.Old Business

- a. Voted on both accounts against increasing leave to parental and bereavement leave.

VI.New Business

- a. John: How is new business conducted, is it formal or informal? Liz: it can come from a formal or informal channel, often as the committee hears of benefits or as our constituents ask questions
- b. Liz: What is the definition of benefits and what does it encompass, this has been discussed in previous meetings but not resolved

- c. Terry: include a conversation of regarding the obstacles to process of retiring, to be included in the conversation of what is and isn't a benefit. Liz would like the information to from Terry regarding his experience
- d. Liz: Remote work policy, still being worked on but should be rolled out soon. Looked at as a benefit, may be premature for the conversation, once the policy is formalized it will be taken to various constituent groups.
- e. University benefits committee Bylaw's document shared with the group. Terry assembled the document. The scope has changed over time, about a year and a half ago the conversation started on what benefits should include. Primary role of the committee is as an advisory group to the president. Document spells out Duties, Lists benefits, and possible benefits, as well as a definition of benefits. Are we reactive or proactive as a group? Do we expand into Less concrete benefits? An example Parking is available to any part of the community so not a specific benefit of employment. Should we bring up Items being taken care of by other committees or organizations, should we consider that to be part of our purview?

Chris: Some things are tied to your ability to do your job, like work from home, is it still a benefit like health insurance or is it an update to positions?

John: If something isn't available for all employees, is it still a benefit?

Terri: In the past we looked at If something is subsidized by the university, if so it's a benefit, Parking, in a way, is subsidized, that's why it's on the list.

Is a service a benefit when its free? What about when its discounted?

Jim: Is there a way to keep options open when concerns arise without focusing on every small (possible) benefit.

Liz: Maybe we don't focus on 10 specific items that are defined benefits but focus on items as the arise. Utilize our group for information sharing.

Bylaw language from the document was cut and paste. Uncertain of the age of the Bylaw language. If the bylaws haven't been updated, it should be looked at more closely than if they have been recently revised

Do we want to leave our scope vague or be more precise with our duties and responsibilities?

Table the discussion until next meeting to provide time for consideration before any vote is taken.

VII. Announcements

1. Liz: Shield testing is shut down 2/3/2022. Communication regarding those that needed tested this week will come out.
2. Next meeting with be March 3, 2022

VIII. Adjournment