

## **NIU Benefits Committee**

**December 9, 2021**

Terry Borg announced his pending retirement but will continue as a member of the committee representing the Annuitants Association.

John Boswell (SPS/Campus Dining) is the new SPS representative.

Announcement about the SURS money purchase changes in July 2022. Impact to retirees after July 2, 2022.

HR is doing the annual review of Prudential additional insurance coverage program for possible rate changes.

HR is working with Mar/Comm to encourage employees to have their W2's received electronically to have these documents more secure, available faster, and better efficiency. Employees must opt in; cannot be done automatically.

IL has now reduced the FMLA benefit requirement to 1000 hours worked in a year. Previous threshold was 1250 hours.

Questions was asked about House Bill #2778. NIU opposes this bill as it is focusing on the Family First benefit program and attempting to extend COVID-19 related paid leave. The push is coming from K-12, and passage is unclear right now.

OSHA ruling come out recently regarding the vaccination requirement for private companies. IL OSHA follows Federal OSHA guidelines. This is being challenged at the state level in other states, but NIU feels we have most of these expectations covered currently.

Bereavement and Parental Leave Benefits - Liz reached out to UI for some of their documentation and found out their change was done based on a Big 10 peer review. Chris McCord and HR did a MAC and IL institutional comparison. This was shared to the committee. The document is in the Teams site for the committee.

Election of Chairperson and Secretary will take place in the January meeting.

Terry Borg put together a comprehensive document of items that may be considered a university employment benefit for discussion and help in defining the scope of the committee's charge. The document will be placed in the Teams site for the committee.

Committee meetings for spring 2022 – Liz may start over with the scheduling of meetings for spring term for 1:00 pm on the first Thursday of every month. First meeting in January will be the 13<sup>th</sup> to try and maximize attendance. Will be confirmed after the holiday break.