

## UNIVERSITY BENEFITS COMMITTEE

### AGENDA

February 2, 2022 – 1:00 – 2:00 p.m.

Chris McCord, Ellen Hamrick, Terry Borg, Emily Hochstatter, Liz Guess, Jim Slagstad, William Goldenberg,  
Tiffany Puckett

#### Via Teams

- I. Call to Order
- II. Agenda Additions/Approval - none
- III. Constituent Reports
  - a. Annuitants Association: Terry Borg asked how the changes to the structure of the wellness fair will impact annuitants. Liz Guess said she would need to get information from the Employee Assistance Program. Jim Slagstad volunteered to enquire on the committee's behalf.
  - b. SPS: no report
  - c. Operating Staff: no report
  - d. Faculty: no report
  - e. Administration: no report
  - f. Human Resources:
    - i. Governor will follow federal lead on ending COVID executive order. That will end May 11, which will mark the end of paid sick leave for COVID-positive employees.
- IV. Old Business: Emily Hochstatter raised the question of how child care is made available to staff, and how rates are set. Jim Slagstad noted that OSC has been pursuing the issue, and reminded us that Linda Srygler had brought the issue up to us. Jim suggested that it would be best to invite Linda to the March UBC meeting to discuss.
- V. New Business: Liz Guess noted that there has been discussion among Operating Staff Council (and perhaps SPS council) regarding a program for employees who earn a degree relevant to their position. Previously, there was a pattern of awarding pay raises for employees who earned a degree, but whether formal or informal, it fell away some years ago. There is no proposal yet. The question is, what should UBC's role be: offer to work with the councils to develop a proposal; take the lead on a proposal; wait for a proposal to be developed and then comment on it. After some discussion, Jim Slagstad proposed that UBC should offer to send a representative (or representatives) to a working group, with the proviso that afterwards, the UBC assess the effort and determine if that was the most appropriate form of involvement. The proposal was approved unanimously. Liz Guess will communicate to Bill Hodson and Cathy Doederlein and report back to the UBC on next moves.
- VI. Announcements – Bill Hodson is stepping down as CHRO, and Liz Guess will serve as interim CHRO while a search takes place, while continuing to fill her role as benefits director. Liz explained that as the Benefits director, she is an ex officio non-voting member of the committee, and will continue to engage with the committee in that capacity. She also noted that the CHRO is a voting member (with most CHRO's in recent memory choosing not to participate), and that should it be necessary, we'll need to determine if she is a voting or non-voting member.
- VII. Adjournment  
1:40 pm