

Civil Service Benefits Committee

Meeting Notes, 8/1/19

In attendance: Trinka Pape, Chair; Jim Bigogno, Debi Harmon, Dawn Legier

The committee reviewed the "Purpose" statement, as well as recent past committee reports.

In April 2019, it was asked if the committee could discuss a short-term disability benefit for constituents. Trinka will ask Elizabeth Cheek for clarification on this. The committee will find out how long an employee has to wait before disability takes effect. Tony T. asked the committee to look into the use of a sick leave bank. The committee discussed this as well. The committee will explore and see if other Illinois universities use a sick leave bank system.

The committee noted that the School of Medicine pays employees more than Carbondale, for same classifications.

Regarding benefits - the committee is inquiring to find out which sets of rules are being followed. It seems that some departments are following one set, and others follow another set. One area pertains to employees taking courses at SIU, taking advantage of the waived tuition. Trinka will contact Tony to find out if this is truly a benefit for employees. If it is truly a benefit, then supervisors should be advised to work with employees within reason, and encourage them to take courses for professional development. It seems that some supervisors are not willing to do this.

Jim is working on a Survey of employees, and the results could add future discussion for this committee.

It was decided that the committee will narrow down core issues to three, to tackle this year. These three will be determined at the next meeting.

Bereavement days - It was proposed that three days is insufficient time when an employee has to travel to the family. The committee will discuss further and put together a proposal on this.

The next meeting will be determined and announced.

Submitted by Trinka Pape
Benefits Committee Chair
8/23/19