

Civil Service Benefits Committee

Meeting Notes, 11/4/19

In attendance: Trinka Pape, Chair; Ira Tripp, Jeletta Brant

The committee discussed the areas that should be focused on through the remainder of FY20.

1. **Short-term disability benefit to cover the employee from days 1-60 when disability benefits take effect.** Jeletta Brant will contact HR. The committee agreed that the members will draft language for a proposal and bring to the Council. Committee members will bring ideas to the February committee meeting.
2. **Sick leave bank option.** Trinka and Ira will contact universities in Illinois and the surrounding area and find out from their HR departments if they utilize this, and what their procedure/policy is.
3. **Bereavement days and travel.** The committee members will bring ideas to the February meeting.

The committee is looking into whether an employee loses benefits if they take off without pay. (Jeletta will contact HR and find out.)

The committee discussed the benefit of employees taking courses tuition free, and agreed that there is too much supervisor discretion. Trinka will confirm with Tony if this is indeed an employee benefit. The application fee is currently waived for registration through December 1. If it is a benefit, then this will need to be communicated to supervisors.

Summer flex time - many supervisors don't allow this, even though there are many benefits to a shorter work week for employees and the university. (Ex - 4 day work week reduces energy use. Saves fuel when employees don't have to drive to work one day.)

The next meeting will be in February with the date announced.

Submitted by Trinka Pape
Benefits Committee Chair
11/5/19