

College Benefits Committee

Meeting Record

November 13, 2001

| Members Present | Members Absent |
|-------------------------|----------------------------|
| Patricia Brooks | Gary Belcher |
| Dr. Martha George | Melody Chambers |
| Barbara Hayes | Dr. John Hughes |
| B. J. Higgins | John Sausins |
| Staci McPhearson | Darin Young |
| J. B. Messer | |
| Joyce Morgan | |
| Dr. Charlotte Mulvihill | |
| Kim Velleca | |
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| Guest | Ex-Officio Members Present |
| | Carolyn Rouillard |
| | Elaine Svec |
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| Agenda Items | |
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| 1. | Review/Approval October 9, 2001, Meeting Records |
| 2. | Reporting on Representative Sampling (Flexible Spending Accounts) |
| 3. | Combining Leave Categories |
| 4. | Other Business |

Decisions/Actions Plans

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| 1. | Meeting Records (10/9/01) were approved as written. |
| 2. | <p>Reporting on Representative Sampling (Flexible Spending Accounts):</p> <p style="margin-left: 20px;">A. Dr. John Hughes reported by e-mail, "In polling the personnel of the Social Sciences Division, the majority expressed no opinion. Of those who responded, one-third favored strongly this type of benefit; one-third had no personal interest but strongly supported the idea, and one-third had no interest."</p> <p style="margin-left: 20px;">B. The rest of the Committee will be reporting at another meeting. They will do their polling after they receive the PowerPoint presentation Larry Robertson used at the October meeting.</p> |
| 3. | <p>Combining Leave Categories:</p> <p>J.B. Messer spoke in favor of combining Sick Leave, Vacation Leave, and Personal Leave into one pot for each employee to give more room for honest control by each individual. A similar system was adopted at OU while J.B. was working there. After discussion it was agreed that employees who do not abuse their Sick Leave under the current system might be tempted to do so if it were lumped into one pot. Those employees who use their leave as fast or faster than it is earned would probably have no problem continuing with that type abuse no matter which system is used.</p> |
| 4. | <p>Other Business:</p> <p style="margin-left: 20px;">A. A suggestion was made to allow people to use more of their sick leave for family illnesses. Examples were given of employees who had not used Family Leave in the ten years of College service, but had been faced with a gravely ill parent requiring care. The Committee agreed to work on a recommendation to allow such use of accumulated Sick Leave.</p> <p style="margin-left: 20px;">B. Sharing of Sick Leave with fellow employees was discussed. A number of examples of employees in a bind due to family crises were shared by the Committee.</p> <p style="margin-left: 40px;">(1) Carolyn Rouillard explained the College's philosophy that Leave is something an employee earns. She showed how the disability program is designed to coincide with the Leave Plan. After 60 calendar days, this benefit pays 60% of an employee's salary. With 45 working days maximum accumulation of Sick Leave, there will be no time without protection. Most plans have three or four months waiting time.</p> <p style="margin-left: 40px;">(2) Carolyn also gave some examples of employees hired before 1992 (eligible to receive an extra year toward retirement by having enough Sick Leave accumulation or not being able to take advantage of that benefit because they have donated leave to a fellow employee).</p> <p style="margin-left: 40px;">(3) Joyce Morgan suggested a central bank for donated leave to be disbursed by a committee that would be changed out annually. There was some discussion how equity could be assured.</p> |

Next Meeting Day/Date/Time: Tuesday/December 11/3:30 p.m.

Location: CU-7

Agenda Items

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| 1. | Review/Approval November 13, 2001, Meeting Records |
| 2. | Reports on Representative Sampling (Flexible Spending Accounts) |
| 3. | Recommendation to Allow Use of Accumulated Sick Leave for Family Care in Special Circumstances |
| 4. | Other Business |