

Faculty & Staff Benefits Committee

Meeting Minutes

February 4, 2019

3:00 p.m. to 4:30 p.m.

Human Resources IC-105 Conference Room

3280 Progress Drive, Suite 100

MEETING CALLED BY	Edwin Torres - Chair
ATTENDEES	Maribel Amaro-Garcia, Shelia Daniels, Lynda Dennis, Frank Guido-Sanz, Tania Gutierrez-Catusus, Kathie Holland, Brian Kim, Ashley Longoria, Joanne McCully, Jodie Nichols, Peggy Nuhn, Karen Sgambati, Justine Tigno-Aranjuez, Edwin Torres, Xiaochuan Wang, Dennis Dulniak
ABSENT:	Maureen Binder, Synithia Dowdell, Cecilia Elias, Ann Gleig, Lin Huff-Corzine, Axel Schulzgen, Stacy Van Horn

AGENDA TOPICS

TOPIC 1: WELCOME		EDWIN TORRES, CHAIR	
DISCUSSION	Chair Torres welcomed the committee at 3:01 p.m. on Monday February 4, 2019 and started the meeting by our reiterating structure. He explained that the subcommittee would make recommendations to the Faculty & Staff Benefits Committee, who will send their recommendations to the Faculty Senate for consideration, in the annual report.		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE	
No action items at this time			

TOPIC 2: PARENTAL LEAVE SUBCOMMITTEE		EDWIN TORRES, CHAIR	
DISCUSSION	Chair Torres asked the subcommittee members to share the results of their research. Xiaochuan Wang learned that only 4 (UCF, USF, UF, FSU) of the 12 SUS institutions offer Paid Parental Leave, but their programs vary greatly. Chair Torres sits on another committee that submitted a parental leave recommendation to the Faculty Senate – the resolution was denied. Given that the faculty contract has not yet been ratified and possible financial oversight concerns, a motion was made by Frank Guido-Sans to table the issue. The motion was seconded by Joanne McCully and passed unanimously.		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE	
No action items at this time			

TOPIC 3: UCF E-MAIL ACCESS FOR RETIREES		EDWIN TORRES, CHAIR	
DISCUSSION	<p>Chair Torres asked the committee if we would like to continue to pursue the topic and several committee members said yes. Retirees, especially faculty retirees, feel this is an important issue because it is part of their identity.</p> <p>Upon retirement, the current system allows the retiree to keep their UCF email address for one year before it is switched to a knights email address. There seems to be inconsistency with how this is enforced across campus – some committee members know retirees that were able to keep their email address longer, other members know retirees who were not allowed the year. Is there a formal policy? Is collective bargaining championing this issue? Can UCF-IT shed any light on this—is server space still a concern now that we’ve moved to the cloud? Should we survey the retirees for their opinions?</p> <p>It was agreed that the committee should conduct additional research before taking this issue to the Faculty Senate. Peggy Nuhn and Joanne McCully volunteered to research the policy.</p>		
ACTION ITEMS		PERSON RESPONSIBLE	DEADLINE
Research current UCF Policy		Peggy Nuhn	ASAP
Contact UCF-IT regarding policy and to discover if server space is still an issue now that we are cloud-based.		Joanne McCully	ASAP

TOPIC 4: WELLNESS PROGRAM		EDWIN TORRES, CHAIR	
DISCUSSION	<p>Chair Torres asked the Wellness Subcommittee to share the results of their research and two meetings:</p> <ul style="list-style-type: none"> • Feels a survey is needed to determine interest. HR Wellness subcommittee is conducting a survey; can we add on to theirs? • HR Wellness subcommittee is also researching the feasibility of a grant for health/wellness related items • Information and observations of the current facility include: no step classes, no yoga classes, outdated machines, broken machines – can we update the facility? • Reached out to Mike Redd, who governs the free Staff Wellness Center – no reply. • Current procedure if someone wants to use the facility: obtain written permission from your private doctor and submit that to the facility, agree to facility assessment, receive exercise plan, implement plan. • UNC has a successful Wellness Plan – they use incentive program. A full-time person is needed for the facility, is there a line number for this type of position? Support needs to come from the top (Dean level or higher), not HR or a committee/subcommittee. • Start with something easy like a walking club. • Lots of free resources, like phone apps that track steps. 		

	<ul style="list-style-type: none"> RWC is hosting some upcoming EAP sessions and has graciously opened up enrollment to the campus community, spread the word! <p>Committee would like Claims Data – Ashley is waiting to hear back from the Division of State Group Insurance regarding claims. Chair Torres agrees that a survey is needed to determine specific recommendations, is it possible to do it this semester?</p>	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Send UNC plan to Karen Sgambati	Joanne McCully	ASAP
Determine when the Faculty & Staff Benefits Committee Health & Wellness subcommittee can meet with the HR Health & Wellness Committee.	Ashley Longoria	ASAP
Attach UNC plan to Meeting Minutes and email to committee	Karen Sgambati	ASAP
Continue working on starting a walking club	Justine Tigno-Aranjuez	ASAP

TOPIC 5: PTO BENEFITS FOR OPS		EDWIN TORRES, CHAIR
DISCUSSION	<p>Chair Torres opened the discussion to paid time off for OPS employee topic. Currently there is no paid time offered to them. General consensus is yes, but how much? Our recommendation needs to consider the following:</p> <ul style="list-style-type: none"> Rate current employee classes earn time (A&P and USPS earn 4-7 hours depending on years of service and employee class) Type of PTO to offer (sick, personal, vacation, bereavement, paid holiday, end-of-year winter break, emergency closure...), or just give them one bank of hours that they can use at will, or maybe create a formula based on FTE? Cost impact of proposal – HR can assist with this <p>Chair Torres asked what our priority should be:</p> <ul style="list-style-type: none"> First Priority: Committee feels the top priority is to offer PTO for emergency closure (such as hurricanes). OPS employees need a safety net; can we provide this? Second Priority: Committee recognizes there are community health benefits to offering PTO to OPS – most OPS come to work when sick because there is no other option for them. This can potentially infect other employees, creating more absence and decreased productivity. <p>Chair Torres asked for volunteers to form a Taskforce to conduct research and create proposals, Jodie Nichols and Lynda Dennis have volunteered</p>	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Conduct research and create proposals for PTO for OPS initiative	Jodie Nichols and Lynda Dennis	ASAP

TOPIC 6: STUDENT LOAN REPAYMENT PROGRAM		EDWIN TORRES, CHAIR	
DISCUSSION	<p>Chair Torres opened the discussion of Student Loan Repayments. The Society for Human Resource Management states 4% of companies offer a student loan repayment program, usually a small amount (\$1,000 or \$2,000). Do we need this program to help us recruit? According to HR, the University (as a whole) does not have trouble recruiting; however, there may be specific departments that have challenges. HR supports the current federal tuition waiver program. It has been decided to table this issue until further notice.</p>		
ACTION ITEMS		PERSON RESPONSIBLE	DEADLINE
No action items at this time			